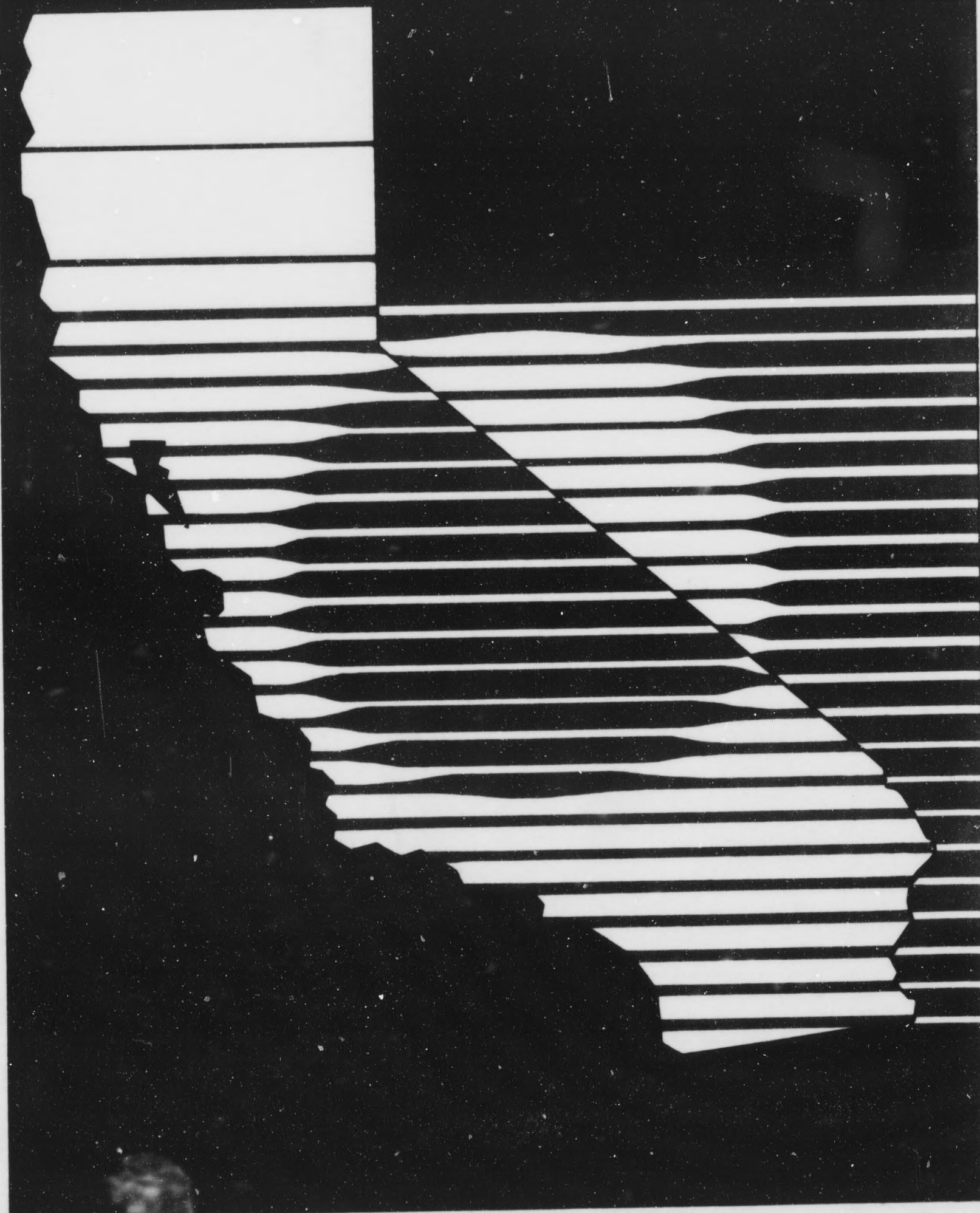


The Hornet

Administration
Engineering
Accounting
Data Processing
Health Care
Education
Real Estate
General Office
Finance
Technical
Legal
Management
Insurance
Electronics
Construction
Science/Research
Secretarial
Industrial
Mechanical
Sales/Marketing
Restaurant
Professional

California



In This Issue:

Profit From The Past

How much is your experience
worth to a new employer?

Educated Guess

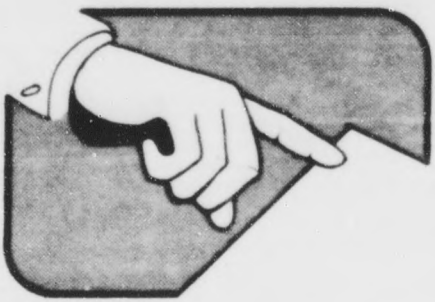
Tips for choosing
the right college

Suite Success

There's room at the top for
entry-level workers in the
hotel industry

E M P L O Y M E N T

OPPORTUNITIES IN THE GOLDEN STATE



READER'S GUIDE

1. Title of position
2. Number of openings available
3. Employer
4. Location and/or mailing address *
5. Telephone number
6. Contact person's name/title
7. Salary and benefits
8. Application procedure
9. Job duties/description, type of business, and hours/days
10. Experience/skills and education required
11. Company job number - refer to this number when applying

1. **PROGRAMMER ANALYST (3)**
2. Satellite Data Systems
3. Space Communications Division
4. 2785 Morrison Drive, Suite 100
5. Oak Valley, CA 98765-4321
6. 415/555-9900 x227
7. Attn: Terry Lydeck / Operations Manager
8. \$2850-3400/month DOE, plus medical/dental, life ins and pension plan after 1 yr. Send resume and 3 refs. Analyze & design program requirements; develop application/program specs; code, test, document, and implement software; and participate on development team for a leader in interstellar telecommunications systems. Hrs 7-3:30 Mon-Fri. Position also available in RIDGEMONT. Req MS or equiv in Computer Science, 3 yrs exp with high-level language design/coding and graphics communications, and 1 yr exp with HP 5000. Knowledge of astrophysics preferred. (#4417)
- 9.
- 10.
- 11.

* If an asterisk appears before the city it indicates that the job location is different or available in more than one city. See body of ad for further information.

HOW TO APPLY: If you want to apply for an opening or obtain additional information, contact the employer directly as specified in the job listing. Send correspondence to the contact's attention or ask for that person if telephoning. If no telephone number is listed, the employer does not want phone calls!

JOB CATEGORIES: The decision on where to categorize an opening is made with more emphasis given to the experience/skills/education required than the job duties or position title. We try to be consistent, but some openings are very difficult to assign to a category. New readers should check several classifications to determine where specific types of employment will be found.

Abbreviation Key

AA	affirmative action	ins	insurance
admin	administration	jr	junior
app	application	JTPA	Job Training Partnership Act
approx	approximately	LA	Los Angeles
appt	appointment	lic	license
asap	as soon as possible	M	minorities encouraged to apply
asst	assistant	mfg	manufacturing
avail	available	mgmt	management
avg	average	mgr	manager
a/p	accounts payable	min	minimum
a/r	accounts receivable	ofc	office
bfts	benefits	ops	operations
C	contact	PERS	Public Employee Retirement System
CDL	California driver's license	pref	preferred
cert	certificate	PT	part-time
comp	compensation	QC	quality control
CRT	computer terminal	RE	real estate
dept	department	ref	reference
dir	director	rep	representative
div	division	req	requires, requirements
DOE	depending on experience	RTJJ	Refer to Job Journal (tell employer where you saw ad)
DOQ	depending on qualifications	SF	San Francisco
DP	data processing	shth	shorthand
EEO	Equal Employment Opportunity	sr	senior
enr	engineer(ing)	sub	substitute
EOE	Equal Opportunity Employer	supv	supervisor
equiv	equivalent	svc	service
ESL	English as a second language	tech	technician, technology
exp	experience	temp	temporary
F	females encouraged to apply	univ	university
FT	full-time	V	veterans encouraged to apply
GED	Graduation Equivalency Diploma	W	women encouraged to apply
gen	general	wk	week
govt	government	WP	word processing
grad	graduate	wpm	words per minute
H	handicapped persons encouraged to apply	x	extension
HS	high school		

Time is money. Our Journal can save you both.

At THE JOB JOURNAL, we know that one way to give you more for your money is to save you time. That's why we'll work with you to create a comprehensive & informative ad that will start screening candidates before they ever walk through your door. You'll get fewer applications, but more qualified applicants, and make a better hire in less time.

Another reason your recruiting budget goes farther in THE JOB JOURNAL is because you don't pay for your ad by the word or the line. And when your ad appears in CJJ, it's carried by thirteen other Northern California newspapers. You get multi-market coverage without multiple advertising expenses.

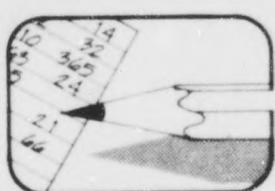
Spend a few minutes with one of our Employment Specialists and start saving time and money on your next hire.

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Job
Journal.**

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**Toll-free (in CA)
(800) 782-HIRE**

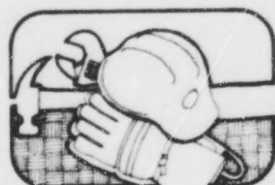
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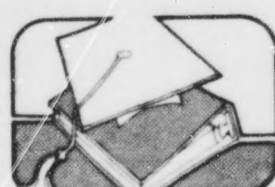
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Financial Svcs**
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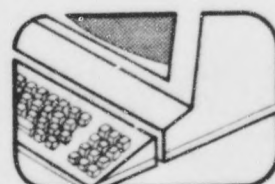
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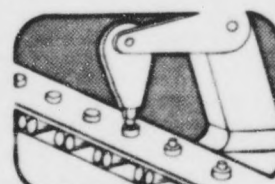
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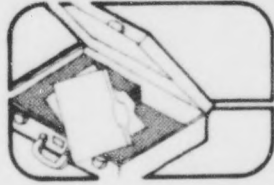
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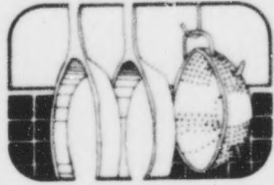
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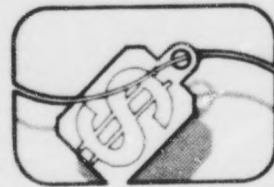
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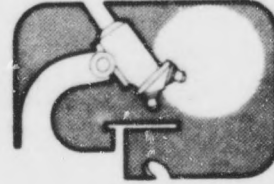
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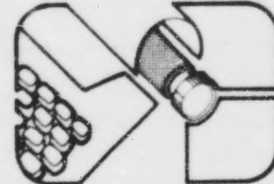
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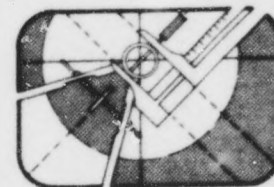
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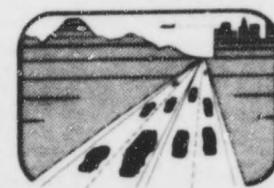
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**Miscellaneous
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Better Communications

If you've ever felt frustrated about not being able to get your message across, here are some more practical pointers for improving your interpersonal impact.

Part II 9

Educated Guess

Admission. Tuition. Financial Aid. Panty Raids. Reasons for choosing a college are as different as the students who attend. With some 2500 American colleges and universities (and more than 500 majors to choose from), it takes a degree to be able to make a wise decision.

Career Clinic 11

Suite Success

Ask a handful of hotel managers how they got their start, and you're likely to hear answers like "room-service waiter" and "front-desk clerk." That's because in the hotel industry there's still room at the top for those willing to work their way up.

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Profit From The Past

If you've been with the same company for a long time, you've likely gotten to a healthy salary level and gained a wealth of experience. But will you be able to "take it with you" to your next employer?

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ABOUT THE JOB JOURNAL

The California Job Journal (CJJ) was established in 1982 as an innovative new alternative to traditional job search methods. It is designed to be a window on today's expanding job market for those who wish to make knowledgeable career decisions. CJJ is the most informative and comprehensive resource for anyone seeking up-to-date information about available jobs in California.

Which companies are hiring? What positions are available? How much do they pay? Do I qualify? CJJ will provide the answers to these questions, but we realize you need more than just facts on available openings. Employment is essential to your physical and mental well-being, and the job seeking experience is often accompanied by financial and emotional strains that also need attention. The Job Journal offers career guidance with columns, tips and articles addressing the complex problems and alternatives facing you in your search for satisfactory employment.

For the individual seeking suitable openings without professional assistance, the time and expense to locate and research positions can be considerable. Our goal is to eliminate the frustrations and disappointments that accompany needless interviews and unnecessary trips for jobs you don't want (or aren't qualified for) by providing enough information to enable you to screen yourself. Your time and effort can now be spent getting job offers rather than gathering job information.

We welcome your comments or suggestions on how this publication might better serve you. Please write to: California Job Journal, 2535 Capitol Oaks Drive, Suite 100, Sacramento, CA 95833.

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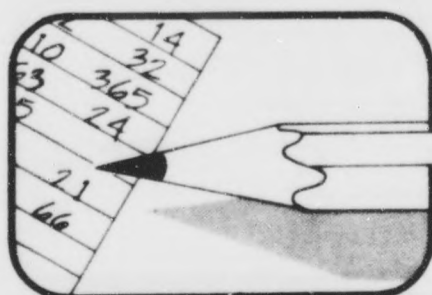
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For information & rate card,
contact the advertising sales office:

Sacramento (916) 925-0800
Toll-free (CA) (800) 782-HIRE

**Advertising deadline for next issue:
4pm Thursday, 4/13/89**

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Accounting/ Financial Svcs

ASSISTANT OFFICE MANAGER

Associated Transportation Engineers
100 North Hope Avenue, #4
Santa Barbara, CA 93110
805/687-4418

Attn: Joann Higgins / Office Manager
\$1300-1500/mo DOE, plus medical ins., vacation, holidays & sick leave after 90 days. Send resume, RTJJ. Perform bookkeeping (a/p & a/r) (AR/AP), payroll, and word processing duties; answer phones and run errands. Hrs 8-5 Mon-Fri. Small engineering firm (non-smoking office) provides consultation for Caltrans, cities, counties, and private companies throughout CA. Requires computer (IBM or compatible) and bookkeeping experience. Must be a quick learner, able to deal with various personalities and handle pressure. Prefer 2 yrs college and knowledge of Word Perfect & Wordstar. EOE



BANKING MGMT / COMMERCIAL LENDER

Bank of Loleta
P.O. Box 1020
Eureka, CA 95502-1020

Attn: Bruce Roberts / President
Salary commensurate with experience, plus excellent benefit package. Manage banking operations and actively participate in all phases of lending and new business development. Full-time. A US Bancorp company. Progressive profitable bank has 7 branches and is located along Northern California's beautiful coast. Requires bank operations management experience, exp in all phases of lending & business development, excellent analytical skills, and good people skills. Strong emphasis on superior customer service. Send resume & salary history/requirements. AA/EOE

BOOKKEEPER - ACCOUNTS RECEIVABLE

Kelly-Moore Paint Company
1145 South Bascom Avenue
San Jose, CA 95128
408/227-1073
Attn: Accounts Receivable Department
Hourly wage DOE, plus bonus program, holidays, sick leave, medical/dental & life insurance after 90 days, and 2 wks vacation after 1 yr. Apply in person, RTJJ. Price invoices; prepare deposits, statements, and monthly a/r reports; post journals; and maintain customer & office files in the bookkeeping department. Hrs 8-5 Mon-Fri. The West's largest independently-owned paint company directly distributes products through its own retail stores in Northern CA. Requires 10-key by touch. Light typing skills desired. Entry-level position offers complete training for qualified applicant. EOE M/F/H/V

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for a successful
career in the fast-
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AMERICAN EXPRESS COMPANY.**
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4/18/89 6:30-9pm (209) 522-5223
Modesto, CA 101 College Ave, Ste 3
4/20/89 6:30-9pm (209) 522-5223
Sonoma, CA 2145 Mono Way
4/19/89 6:30-9pm (209) 532-3456
Merced, CA 2926 G St, Ste 201
4/22/89 9:30am-12:15 (209) 383-6577

Please call for a reservation
**IDS FINANCIAL SERVICES /
an AMERICAN EXPRESS CO.**



COLLECTOR

Professional Accounts Management
1680 Civic Center Drive, Suite 200
Santa Clara, CA 95050
408/244-4820
Attn: Carl Lopez / General Manager
Negotiable salary (\$900-1300/mo base) plus commission DOE; excellent benefits include medical/dental insurance. Call for appt. RTJJ. Handle high-volume telephone collections including skip-tracing; collect debts; deal with lots of medical/dental bills. Full-time, flexible hrs: 9-6 Mon & Wed, 10-7 Tue & Thu, and 8-5 Fri. CA-licensed & incorporated collection agency has been in business 12 yrs. Requires 1 yr licensed collection experience. Must be punctual and able to work under minimal supervision. Knowledge of Fair Debt Practices Act desired. EOE

COMMERCIAL LOAN OFFICER

Bank of Agriculture & Commerce
P.O. Box 1140
Stockton, CA 95201
209/948-8018
Attn: Personnel
Salary commensurate with experience, plus excellent benefit package. Send resume & salary reqs in strict confidence. Maintain established commercial loan portfolio. Hrs 8:30-5 Mon-Fri. Progressive, independent San Joaquin Valley bank has been in business over 20 yrs. Requires 5 yrs commercial & real estate lending experience with emphasis on commercial lending. Must have strong communication skills. College degree preferred. EOE

CUSTOMER SERVICE REPRESENTATIVE (5)

Great Western Bank
300 Hamilton Avenue
Palo Alto, CA 94301
415/853-2697
Attn: Ken Stansbury / Personnel Rep
\$6.25/hr & up DOE, plus full benefit package for FT (20 hrs or more). Call for appointment or send resume, RTJJ. Handle money and keep track of cash transactions; deal effectively with the public. FT or flexible PT hrs available. Major CA bank has branch offices throughout the state. Requires cash handling or teller exp. and good communication skills. Must enjoy meeting and dealing with the general public. Light typing & 10-key knowledge preferred. EOE

DIRECTOR OF BUDGET & FINANCE

California College of Arts & Crafts
5212 Broadway
Oakland, CA 94618
415/653-8118
Attn: Personnel Office
Competitive salary & benefits. Develop and administer the annual budget; manage the financial resources and related operations of the college. FT Mon-Fri. Requires bachelor's degree and 6-8 yrs exp in a college/university, nonprofit, or public agency environment in which a major portion of the work was devoted to overall budget & financial management. Exp with integrated computer systems for managing financial resources highly desirable. Send letter of application and resume by 4/14.

FINANCIAL SERVICE REPRESENTATIVE (2)

American Savings
1615 Woodside Road
Woodside, CA 94061
415/985-8484
Attn: Mrs. Grey / Branch Manager
\$1015/month to start plus excellent benefits. Apply in person, RTJJ. Responsibilities include customer service, cash handling, daily balancing of cash receipts, and some sales. Hrs 8:15-5 Mon-Thu & 9-6 Fri. 100-yr-old company has 187 branch offices in CA. Requires HS grad with 6 mos banking experience. Recent (1 yr) exp handling cash and skill with 10-key adding machine & calculator preferred. Must have professional appearance. EOE

LOAN INTERVIEWER

ALFA Federal Credit Union
Naval Air Station, Building 527
Alameda, CA 94501
Attn: Personnel Department
Salary DOE, plus excellent benefits after 90 days including paid pension. Interview credit union members, assembling information for potential loans. Hrs 8:30-5 Mon-Fri. Credit union (established 1941) requires HS diploma and knowledge of full range of consumer loan products. Customer service-oriented individual preferred. This is not a civil service position. Send resume and salary history/requirements. AA/EOE

☆☆☆☆☆☆☆☆☆☆

GOVERNMENT JOBS

\$16,040 - \$59,230/yr.

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(805) 687-6000

Ext. R-2626

for current Federal list

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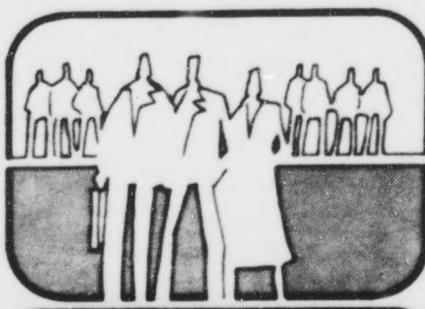
PAYROLL BILLING SPECIALIST

Personnel Pool of America
P.O. Box 10014
Palo Alto, CA 94303
415/328-7996
Attn: Carol Seymour / Processing Manager
\$20,000/yr plus major med/dental ins., vacation, holidays & sick leave. Call for appt and send resume, RTJJ. Handle a variety of bookkeeping & office duties including heavy phone usage. 10-hr days, 4 days/wk (Mon-Thu or Tue-Fri). Regional payroll processing division of national temporary help service is owned by H&R Block. Requires HS grad with strong customer orientation and excellent 10-key, light typing, and communication skills. Prefer time card auditing, in-house payroll, or bookkeeping exp & CA wage/hr law knowledge. Familiarity with computers a plus.

When applying to a company, indicate an interest in a specific job or type of work. It's best to avoid saying, "I'll take anything."

PEAK-TIME TELLERS (part-time)

Imperial Savings
339 University Avenue
Palo Alto, CA 94301
415/324-1661
Attn: Suzie Hackney / Customer Service Mgr
\$10/hr, may participate in quarterly incentive program, plus various banking benefits. Apply in person, RTJJ. Service customers, handle cash, and balance daily records. Flexible, 15-17 hrs/wk Mon-Fri. In business 35 yrs, firm has 82 branch offices in CA. Must be a high school grad with a professional appearance and good customer service & communication skills. Prefer 1 yr experience handling cash and some sales background. Training provided. EOE



Administration/ Management

ASSISTANT CITY MANAGER FOR COMMUNITY DEVELOPMENT

City of Whittier
13230 Penn Street
Whittier, CA 90602-1772
Attn: Personnel Department
\$5214-6374/mo, plus City-paid PERS & xint bfts. Send resume by 5/31. Under direction of City Mgr administer community development dept, assuming mgmt responsibility for providing progressive, comprehensive community development, housing rehabilitation, code enforcement & redevelopment programs. FT. Req bachelor's degree in business administration, public admin, planning, architecture, or related field; and 5 yrs exp in community development & redevelopment, city or regional planning, or closely related field, with at least 3 yrs admin/supervisory-level exp. Master's degree desirable.

CONTRACT ADMINISTRATOR

Rix Industries
P.O. Box 8605
Oakland, CA 94662-0605
Attn: Materials Manager
Negotiable salary DOE, + 2 wks vacation after 1 yr, 8 holidays, paid sick leave, medical/dental ins., and profit sharing. Send resume, RTJJ. Handle the complete review process for compressor manufacturing contracts for government accounts (majority are Navy accts). 8 flexible hrs/day, Mon-Fri. Long-established compressor company is in Emeryville, a rapidly growing business/industrial community just north of Oakland. Requires exp with mil specifications (military), ILS, and government contracts (preferably Navy); and excellent communication skills. EOE

DIRECTOR OF ADMINISTRATION

Spectrum Center
1916-A Martin Luther King Jr. Way
Berkeley, CA 94704
Attn: Jackie Cain
\$30,000-45,000/yr plus full fringe benefits. Supervise human resources and financial systems, and administration & organizational data. Large human services agency provides education & resources for developmentally disabled children & adults. Flexible 40-hr wk, Mon-Fri. Requires master's degree in business administration or related area and 2 yrs exp in organization administration. Send resume, open until filled. AA/EOE

DIRECTOR OF CLASSIFIED PERSONNEL (.50)

Alameda County Office of Education
313 West Winton Avenue, Room 250
Hayward, CA 94544-1198
415/887-0152 x304
Attn: Personnel Commission
\$26,948-30,058/yr (based on 111-day yr) plus dental & life insurance, PERS, and \$1458/yr for medical ins. Plan & direct recruitment, selection, and retention programs for classified service, compensation, and labor relations. Negotiable hrs 8:30-5 Mon-Fri. Requires equiv to college grad with degree in personnel or public admin, and 5 yrs exp in an admin position with increasing responsibility in personnel or a related field in a school, business, or government agency. Call for more info & app; file by 4/14. AA/EOE

EMPLOYEE BENEFITS SUPERVISOR

Los Rios Community College District
District Office/Benefits
1919 Spanos Court
Sacramento, CA 95825
916/920-7912
Attn: Classified Recruitment
\$2217/mo plus 2 wks/yr paid vacation, 17 paid holidays, and medical/dental ins. Call for info and district app (7:30-2 Mon-Fri) or obtain app at district ofc; file by 4/14/89. Supervise & coordinate activities of district's employee benefit operation. Hrs 8-4:30 Mon-Fri. Requires BA degree in business administration, insurance, accounting, or related field (additional qualifying exp may substitute for education requirement on a yr-to-yr basis). 4 yrs exp in business-related activity (preferably in employee benefits including data application), and 2 yrs supervisory exp. AA/EOE

MANAGEMENT TRAINEE

Copymat
2390 El Camino Real
Palo Alto, CA 94306
415/856-2679
Attn: J.D. Rai / Store Manager
\$18,000/yr plus 14 vacation days/yr, all legal holidays, 10 sick leave days, and medical/dental insurance. Send resume or apply in person, RTJJ. Learn overall store operations. Handle cash, serve customers, solve operational problems, balance cash receipts daily and supervise employees and reproduction operations. Full-time, 7-4 or 8-5, Mon-Fri. Subsidiary of CPI Corporation, St. Louis, MO. HS grad required and must have experience in management or business operations; company provides training. EOE

MANAGER - HAZARDOUS WASTE DIVISION

Ensotech
7949 Ajay Drive
Sun Valley, CA 91352
818/767-2222
Attn: Dr. Jeet Sabherwal / President
\$50,000+/yr + benefits (to be discussed). Call for appt or send resume, RTJJ. Supervise all company interactions with govt agencies; consult with a scientist, geologist & engineers; and handle computer-related communications. Hrs 8-5 Mon-Fri. Established 15-yr-old firm specializes in the remediation of contaminated soil & water. Req MA degree in a related field, 5 yrs exp in hazardous waste management; strong communication skills; knowledge of the rules & regulations governing the handling of hazardous waste materials; and an ability to make independent decisions. US citizenship required. EOE M/F/H/V

MANAGER / BUSINESS CONSULTANT

Los Rios Community College District
1919 Spanos Court
Sacramento, CA 95825
916/920-7912
Attn: Classified Recruitment
\$37,166/yr plus benefits and holidays. As part of the Los Rios CCD Institute for Business, Government and Industry, manage and operate a Small Business Development Center administering to a 9-county area. Full-time, 1-yr contract. Requires BA degree or equivalent in business administration, finance, or related field; 3 yrs exp providing professional business counseling for 3 yrs as successful proprietor; and microcomputer application exp. Call 7:30-2 Mon-Fri for info. Obtain application at district office; file by 4/24/89. AA/EOE

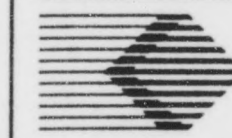
A positive attitude can turn
obstacles into opportunities!

OPERATIONS MANAGER

California Building Maintenance
5502 Dwight Avenue, Suite A
San Jose, CA 95118
408/723-3262
Attn: Brian Shisler / Owner
Salary based on negotiable percentage of net profit, plus medical insurance. Call for appt or send resume, RTJJ. Responsible for scheduling all jobs, supervising 30-35 people, and reporting employee attendance. Hrs 6pm-3am Mon-Fri. One of San Jose's fastest growing maintenance companies offers advancement opportunities. Must be fully experienced in building maintenance and able to generate bids as needed. Req supervisory abilities and good verbal & written communication skills. EOE

SUPERVISOR - JANITORIAL

Reliable Building Maintenance
2992 Spring Street, Suite A
Redwood City, CA 94063
415/361-1720
Attn: Bill Purviance / Operations Manager
\$1500+/mo DOE + health & life ins after 90 days. Call for appt or more info (have refs & salary history/reqs ready). RTJJ. Supervise 25 people in all janitorial duties; perform building inspections (20 bldgs) to ensure quality control & contract specifications; and handle hire/fire of personnel, on-the-job training, and payroll. Hrs 4:30pm-1:30am M-F. Company svcs residential, industrial & commercial bldgs. Requires 3 yrs supervisory exp in janitorial field, ability to interact with employees & public, good driving record, DMV printout, and CDL. Prefer bilingual (Spanish). US citizenship required. AA/EOE



A well-established Northern California courier service is currently hiring for the following positions open in the office located in the balmy, golden city of San Francisco.

AM Shift Supervisor

◆ To open daily operations, supervise the AM routes, solve customer service problems.
◆ This person must be organized, intelligent, and articulate. Previous courier service experience is a plus.

Part-time Clerical

◆ To answer phones, type letters, handle customer service duties, and use 10-key.
◆ Must type 30-35 wpm, have knowledge of filing systems, be able to use 10-key, and have a good phone voice.

Come in person to apply.

113 Stillman Street
San Francisco, CA 94107



CAPITAL IMPROVEMENT PROGRAM COORDINATOR

Salary \$3000 - \$3150 - \$3307 - \$3473 - \$3647

Includes 7% PERS plus 100% medical, dental and vision for employee & dependents.

The City of Emeryville is now accepting applications for the **Capital Improvement Program Coordinator** (two openings). Assists the Projects Manager in the implementation of policy as defined in the Capital Improvement Program and Redevelopment plans; directs real estate acquisition and disposition; prepares market analyses, economic studies, financial feasibility analyses; and develops projects and programs.

Requires a four-year degree or graduate degree in City Planning, Architecture, Business Administration, Real Estate or related field. A Master's Degree may be substituted for one year of work experience. Must have two years of experience in real estate and/or economic development with an emphasis on project and program development and implementation, land acquisition and financial feasibility analysis. The position requires excellent computer skills and ability to work with various software including but not limited to Lotus 123, Wordperfect, Dbase III. The position requires a high degree of writing skill.

Apply by: Friday, April 21, 1989 at: City of Emeryville Personnel Department, 2200 Powell Street, 12th Floor, Emeryville, CA 94608. Phone (415) 654-6161. An application and resume must be submitted for consideration.

Final Filing Date: Friday, April 21, 1989



Construction/ Building Trades

APPRENTICE / ELECTRICIAN HELPER

Santa Clara, San Mateo County Electric
769 South Genevieve Lane
San Jose, CA 95128
408/243-6510 or 415/961-9830
Attn: Gene / Contractor

\$8-12/hr DOE/DOQ; medical/dental ins avail at discounted rate. Call for appt: RTJJ. Assist electricians who specialize in making service calls and troubleshoot commercial, residential & industrial electrical problems; some travel required. Flexible hrs, possibly evenings & weekends. In business 2 yrs, fast-growing company provides 24-hr electrical repair service and has a friendly, flexible, casual yet professional office. Requires minimum 1 yr experience, knowledge of electrical field, and own pocket tools. Must be reliable and able to learn quickly. EOE

CABINETMAKER APPRENTICE / INSTALLER

Cabinet Masters
San Leandro, CA 94577
415/895-2613
Attn: Steve Harwit

Earn as much as you want; \$30,000-60,000/yr commission plus vacation, paid medical insurance, pension, and profit sharing. Call for appt (10-noon only). Reface kitchen cabinets. Full-time. In business over 12 yrs, company's team of 90 cabinetmakers has worked on more than 45,000 kitchens. Must have own transportation. No experience or tools needed. Paid on-the-job training provided. EOE

CONSTRUCTION ESTIMATOR

Centerline Striping
8555 Weyand Avenue
Sacramento, CA 95828
Attn: Personnel

Negotiable salary DOE/DOQ. Responsible for take-offs, estimating, scheduling various jobs, and job costing. FT flexible hrs, Mon-Fri. Well-established pavement marking contractor is expanding. Requires CDL, clean DMV printout, and ability to read preprinted job plans. Must be outgoing & friendly. Some math skills (at least able to use a calculator) desired. Excellent career opportunity for a self-starter with organizational skills. Send resume & salary history/requirements. RTJJ. EOE

CATV CONSTRUCTION COORDINATOR

King Videocable Company
San Andreas, CA 95245
209/754-3511
Attn: Bryan Wade / Chief Technician
Negotiable salary DOE, plus vacation, holidays, sick leave, and life insurance; medical/dental coverage available. Oversee all system activity, new building and maintenance; supervise contractors and system personnel; assist in proposal preparation; and maintain system maps, files, and equipment inventory. Full-time. Company operates in a number of communities in Calaveras & Amador Counties. Must have experience in CATV construction maintenance and/or service. Call for appointment. EOE

CONSTRUCTION FOREMAN - UNDERGROUND/DIRT (2)

Eagle Valley Construction
5894 Sheep Drive
Carson City, NV 89701
702/883-1244
Attn: Selinda or Corey
Negotiable salary DOE, plus medical/dental insurance after 6 mos. Underground position participates and supervises workers in handling water, sewer, gas & power lines. Dirt position participates and supervises workers in handling large cuts & fills and all phases of excavation & grading. Full-time, 5-6 days/wk. Firm, established 15 yrs, specializes in highway construction and street work in suburb & shopping mall areas. Requires familiarity & experience in above duties. Should have supervisory exp. Call for appt or send resume. EOE

ELECTRICIANS (4, on-call)

Santa Clara, San Mateo County Electric
769 South Genevieve Lane
San Jose, CA 95128
408/243-6510 or 415/961-9830
Attn: Gene / Contractor
\$12-60/hr DOE/DOQ; medical/dental ins avail at discounted rate. Call for appt: RTJJ. Make svc calls (radio-dispatched) and troubleshoot commercial, residential & industrial electrical problems. Involves occasional travel from Sacramento to San Diego. On-call positions req flexibility (24 hrs/day, 365 days/yr). In business 2 yrs, fast-growing company provides 24-hr electrical repair service and has a friendly, flexible, casual yet professional ofc. Req min 5yrs electrical exp, CDL, and own tools. Must be honest, hardworking, and have extensive troubleshooting & service call knowledge. EOE

FIRE SPRINKLER INSTALLER / FOREMAN

Monterey Fire Sprinkler
320 San Benancio Road
Salinas, CA 93908
408/649-1008
Attn: Lea / Owner
\$6-13/hr DOE. Call for appointment; RTJJ. Read installation plans; install & repair fire sprinklers; supervise crews; and coordinate work flow for well-established, growing residential/commercial fire sprinkler company. Hrs 7:30-4 Mon-Sat. Requires 5 yrs experience in field, thorough knowledge of fire code, and good physical condition.

FLOOR COVERING INSTALLER

Frank's Carpets
311 South Main
Alturas, CA 96101
916/233-4422
Attn: Jim Rollins / Owner
Approximately \$25,000/yr. Call between 9-5 Mon-Fri for appt: RTJJ. Prepare floors and install various types of floor coverings at sites within a 100-mile radius. 15-yr-old company has 2 stores Hrs 9-5 Mon-Fri. Requires C-15 state contractor's license. Must be devoted, dependable, and have own tools.

HANDYMAN (seasonal)

Lakeshore Resort
Bucks Lake Road / P.O. Box 266
Quincy, CA 95971
916/283-2333
Attn: Doug or Terrie
\$4.50/hr. Perform a variety of duties including plumbing, electrical work, carpentry, dock work, and groundskeeping. 35 flexible hrs/wk, 5 days including weekends. Small family-owned resort at Bucks Lake (established in the 1930s) includes cabins and a restaurant & bar. Located 17 miles west of Quincy. Will provide accommodations for out-of-town workers. Plumbing & electrical experience preferred. Send resume; RTJJ. EOE

HEAVY EQUIPMENT OPERATORS

Eagle Valley Construction
5894 Sheep Drive
Carson City, NV 89701
702/883-1244
Attn: Selinda or Corey
Negotiable salary DOE, plus medical/dental insurance after 6 mos. Call for appt or send resume. Operate heavy equipment including scrapers, backhoes, loaders, dozers, and motor graders. Full-time, 5-6 days/wk. Firm, established 15 yrs, specializes in highway construction and street work in suburb & shopping mall areas. Must be able to operate above equipment (will be field-tested at time of interview). EOE

JOURNEY-LEVEL GLAZIER

Classic Glass Company
917 Water Street
Santa Cruz, CA 95062
408/426-3675
Attn: David Rasmussen / Owner
\$14-15/hr DOE, plus benefits (to be discussed). Submit written application detailing experience and DMV printout or call for appt: RTJJ. Install glass, plastics & mirrors in residential & commercial buildings. Hrs 8-5 Mon-Fri. Well-established, growing company, in business since the 1930s, installs glass in cars, houses & offices (including Tiffany, stained, & custom orders). Must be neat, clean, punctual, professional, and able to deal with the public. Prefer 5 yrs exp as glazier. EOE

LANDSCAPE ARCHITECT/DESIGNER

The Keith French Group
Rocklin, CA 95677
916/824-2325
Attn: Daniel Wild / Vice President
Salary commensurate with exp & qualifications, + good benefits. Call for info. Handle drafting, design, and coordination between consultants. Xint oppty for advancement to project manager. Hrs 8-5 Mon-Fri. Growing landscape design firm with 2 ofcs (Southern CA & Sacramento area) has opening in Rocklin location. Requires degree in landscape architecture or related field and 2-3 yrs exp in a professional office. Must have license or be in the process of obtaining lic, be highly motivated, and work well with others. Some computer exp (WP or data entry) preferred. Should have excellent graphic skills. EOE

LANDSCAPE MAINTENANCE AREA SUPV

Shimada Landscape, Inc.
239 Commercial Street
Sunnyvale, CA 94086
408/733-3330
Attn: John Marin / Operations Manager
\$10-11/hr DOE, plus vacation, sick leave, and medical/dental insurance after 90 days. Send resume or apply in person; RTJJ. Oversee 6-8 landscape maintenance crews servicing industrial accounts, and serve as a client contact person; responsible for crew coordination and work completion. Hrs 8:30-3:15 Mon-Fri. 50-person firm, in business since 1949, currently has approximately 60 industrial accounts. Prefer college degree and 6+ yrs landscape maintenance experience. Must have right to work. EOE

FOREMAN FENCE INSTALLER

AAA Fence
2746 Scott Boulevard
Santa Clara, CA 95050
408/727-5465
Attn: Scott Hutchings / President
\$10-15/hr DOE/DOQ. Apply by mail or phone: RTJJ. Install chain link fence, supervise co-workers, and work with customers to satisfy their particular needs. Full-time opportunity with this 10-yr-old South Bay firm. Hrs 7-4 Mon-Fri. Must have 3-5 yrs exp as foreman for fence installation and a clean driving record.

LANDSCAPE ESTIMATOR / PROJECT MGR

Watkin & Bortolussi, Inc.
77 Larkspur Street
San Rafael, CA 94901
415/453-4691
Attn: Steve
Salary DOE/DOQ, + vacation, holidays, and health ins. Call for more info or send resume & salary history/reqs. Work on large-scale projects including take-offs, costing out construction jobs and purchasing materials; use the latest in computer technology to determine the most cost effective method of building a project. Hrs 8-5 Mon-Fri. General & landscape contracting firm specializes in public parks and highways, site prep, grading, drainage, irrigation & planting. Must be hardworking and dedicated. Will train. Prefer computer exp. Knowledge of construction, purchasing & project management a plus. EOE

LANDSCAPE MAINTENANCE MANAGER

Tri-Asian Enterprises
Rocklin, CA 95677
916/624-2351
Attn: Joan Miller / Office Manager
Negotiable salary DOE. Call for appt (bring resume to interview). Responsible for all aspects of landscape maintenance management including mowing, pruning, weed eating, edging, fertilizing, and irrigating. 40 hrs/wk plus frequent overtime. Landscape company specializes in new residential & commercial maintenance. Requires management and irrigation control device experience (such as clocks). Must work well with others, be bilingual (Spanish/English), and have clean DMV printout. EOE

OFC PARTITION INSTALLER / CREW CHIEF

John Ruth Corporation
2175 Stone Avenue, Suite 9
San Jose, CA 95125
408/295-7700
Attn: Diana Callahan / Vice President
\$10-15/hr DOE/DOQ, plus 1 wk vacation, 7 paid holidays, and medical & dental ins after 90 days. Call for more info (8-5 Mon-Fri), apply in person, or file employer application: RTJJ. Oversee, service & install modular office partitions. Req frequent travel in company car. 40+ hrs/wk, Mon-Fri (frequent overtime). Sole proprietorship specializes in design specification and installation services. Req 1 yr exp as a crew chief. Req CDL & DMV printout. Must be a team player, comfortable with the supervisory task. Blueprint reading exp a plus. Right to work required. AA/EOE M/F/H/V

PARK SUPERVISOR / ARBORIST

City of Merced
678 West 18th Street
Merced, CA 95340
209/385-6837
Attn: Personnel Department
\$2287-2781/mo plus benefits. Responsible for assisting in the management of integrated tree trimming, planting, removal & pest management, and disease control program. 40 hrs/wk. Requires BA in arboriculture, plant pathology, or related field and experience in tree care & insect/disease control. File city application form by 4/21/89. AA/EOE

PLUMBER

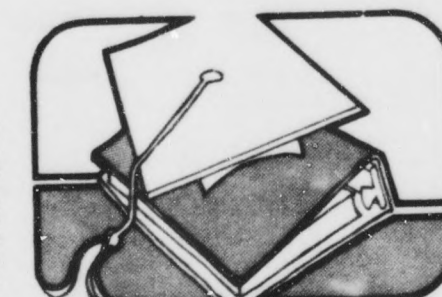
Vern's Plumbing
3309 West Sussex
Fresno, CA 93722
209/228-8254
Attn: Ron Ingram / Foreman
\$8-12/hr DOE, plus medical & vision insurance. Call for appointment or send resume & references; RTJJ. Responsibilities include servicing and repairing sewers & drains. No new construction. Hrs 8-5 Mon-Fri; overtime Sat-Sun as needed. Must have 3-4 yrs experience, CDL, DMV printout, own tools, very neat appearance, and ability to interface with the public. EOE

PROJECT SUPERINTENDENT

Pacific Union Builders
P.O. Box 25353
San Mateo, CA 94402
408/867-2609 or 867-2655
Attn: Duke Wall / Owner
\$36,000-60,000/yr negotiable DOQ. Send resume; RTJJ. Project superintendent for multi-unit residential construction jobs in peninsula area needed by March. Work Mon-Fri or as projects require for this stable, 9-yr-old Bay Area builder. Req current contractor's license and minimum 10 yrs experience in construction management. Must have good supervisory skills and be reliable & responsible. EOE

SENIOR PARK UTILITY WORKER - PARK MAINTENANCE

City of Sunnyvale
456 West Olive
Sunnyvale, CA 94086
408/730-7490
Attn: Personnel Office
\$28,025-31,634/yr plus 7% city-paid PERS. Under general supervision, perform skilled construction, maintenance and repair work for public parks. Full-time. Requires any combination of education & experience equivalent to 4 yrs of related exp with 2 yrs in landscape & maintenance work, and valid CDL. CA pesticide applicator's certificate (laws & regulations) desired. Request application and fill out completely; must be received by 5pm 4/25. AA/EOE



Education/ Training

ACCOUNTING INSTRUCTOR

Allan Hancock College
800 South College Drive
Santa Maria, CA 93454
805/922-6966 x338
Attn: Personnel
\$23,625-35,279/yr DOE/DOQ, plus excellent benefits. Call for more information and application; file by 4/21. Teach college-level classes in accounting. Full-time position (tenure track available 9/89); hrs depend upon scheduling of classes. Community college has approximately 8400 students. Requires master's degree in accounting or a bachelor's degree in accounting plus 2 yrs related experience. AA/EOE Employer

Part-Time Instructors

West Valley & Mission Community College

FALL 1989

Subject	Location	App. Deadline
Biology	MC	05/11/89
Journalism	WVC	05/09/89
Physical Education	WVC	05/04/89
Political Science	WVC	05/10/89
Psychology	WVC	05/05/89
Spanish	MC	05/12/89
	WVC	

Positions require the ability to hold or qualify for a California Community College Credential. Some disciplines require a Master's degree. Starting salary placement range from \$27,024-\$39,259 for regular 10-month positions (pending in-district transfer process and budgetary approval).

West Valley-Mission Community College District is located 50 miles south of San Francisco and to the west of San Jose.

For application and information, call:



(408) 741-2000

Join Our Team Of Employment Specialists

If you enjoy a competitive atmosphere and would like to be part of the largest and fastest-growing independent recruitment advertising publication in the country, we'd like to talk with you.

- ◆ \$14,400/yr salary plus commissions on sales. First-year earnings up to \$30,000. Excellent benefits after probation period, including employer-paid medical/dental insurance, paid holidays and paid vacation.
- ◆ Our thorough training will prepare you to help employers with their hiring needs via inside sales (telemarketing).
- ◆ As an employment specialist, you will contact employers to establish new accounts and service existing clients in a specific industry.
- ◆ Comfortable new offices in the South Natomas area of Sacramento. Hours 8-5 Monday through Friday.
- ◆ Full-time positions require 3 yrs work experience. Prefer sales, customer service, or heavy telephone background. Strong people skills, professional appearance, good spelling & grammar, and math aptitude also necessary.
- ◆ We are an AA/EEO employer. Physically disabled and senior citizens are encouraged to apply.

Apply in writing with complete work and salary history to: Human Resources Director

California
Job
Journal

2535 Capitol Oaks Drive, Suite 100, Sacramento, CA 95833

AIRLINES NOW HIRING

Flight Attendants,
Travel Agents,
Mechanics,
Customer Service.
Listings.

Salaries to \$105K
Entry-level positions

Call (805) 687-6000
Ext. A-2626

HANDYPERSON

Experienced in all phases of maintenance for a medium-sized apartment complex in Sacramento. Must have own hand tools. No pets allowed.

- 5-day workweek
- Salary & apartment + benefits

Send resume to:
Personnel Department
P.O. Box 661588
Sacramento, CA 95866

ADMINISTRATOR (2)

United College of Business
8345 Firestone Boulevard
Downey, CA 90241
213/862-3455
Attn: Dr. Kenneth Hendershot / Director
\$30,000+/yr DOE, plus vacation, holidays, sick leave, and full major medical/dental insurance. Send resume & cover letter or call for more information. RTJJ. Assume overall responsibility for the direct operation of our business school; supervise teachers & other school personnel and review/prepare reports for various government agencies. Full-time, flexible hrs Mon-Fri; some evening work may be required. 22-yr-old business college has 3 locations. Must have a 4-yr degree and be bilingual (Spanish). Experience/familiarity with ESL programs and AICS regulations a plus. EOE

CHILDCARE CENTER COORDINATOR

City of El Cerrito
El Cerrito, CA 94530
415/234-2323
Attn: Personnel Office
Up to \$1932/mo plus excellent benefit package. Oversee day-to-day activities of licensed city childcare center (grades K-6). 40 hrs/wk. Requires 1 yr experience, education equivalent to BA degree, and state license (or eligibility). Call for complete job bulletin and city application; file by 4/21. AA/EOE

CHILDCARE WORKER

Children's Baptist Home
7715 South Victoria Avenue
Inglewood, CA 90305
213/971-2400
Attn: Curtis Edwards / Residential Pgm Dir
\$14,500/yr plus 10 vacation days, holidays, sick leave, and Blue Cross & Health Net medical/dental & life insurance after 90 days. Call for appt or send resume. RTJJ. Assist in counseling emotionally disturbed boys, ages 9-17; supervise daily activities including recreational outings. 40 flexible hrs/wk. Educational/counseling environment for emotionally disturbed boys, in operation for 55 yrs, has approx 80 residents. Requires BA degree in related field, ability to counsel & help children and adapt well to environment, class 2 CDL, and ins. 6 mos experience preferred. EOE

COUNSELOR / COACH

Rite of Passage
P.O. Box 1360
Minden, NV 89423
702/782-7191
Attn: Jerome Sprouts / Human Resources
\$1100-1250/mo to start plus medical/dental, vision & life insurance after 6 mos. Coach and supervise an athletic program for delinquent teenagers. Full-time, 7 days on, 7 days off. Wilderness facility, 100 mi east of Lake Tahoe, is a growing organization with advancement opportunities. Strong athletic/coaching background required. Prefer a bachelor's degree in social sciences, physical education, or education. Call for appointment or send resume. RTJJ.

CHABOT COLLEGE**Medical Records Technology Instructor**

Full-time tenure-track position
B.A. - Two years experience.
Registration RRA / AMRA
\$25,476 - 36,396
Must complete our application form by May 12, 1989.

CHABOT COLLEGE
25555 Hesperian Boulevard
Hayward, CA 94545
(415) 786-6644

AA / EOE

KIDS ON KAMPUS

- » CENTER DIRECTORS
- » TEACHERS
- » TEACHERS' AIDES
- » SUBSTITUTE TEACHERS

NEEDED FOR A NON-PROFIT
CHILD CARE ORGANIZATION

6 STOCKTON LOCATIONS
14 SACRAMENTO LOCATIONS

Salary DOE + benefits. Must have ECE units or equivalent education determined by community care licensing.

Submit resume to:



KIDS ON KAMPUS

Attn: Personnel
2701 K Street, Suite 3
Sacramento, CA 95816

**COMMUNICATIONS SKILLS LAB ASST**

San Joaquin Delta College
Administration Building, Room 202
5151 Pacific Avenue
Stockton, CA 95207
209/474-5056
Attn: Personnel
\$1500/mo plus excellent benefits. Call for information & district application; submit app & all materials by 4/14. Assist instructors & students by performing a variety of routine clerical and authorized instructional duties under supervision of the lab instructor. 35 hrs/wk. Located 45 minutes south of Sacramento, college serves approximately 20,000 students. Requires a combination of experience & education equiv to a bachelor's degree and demonstrated fluency in reading, speaking & writing standard English. Must have exp working in communications skills or a related field. AA/EOE

"True greatness is in
the character, never in
the circumstances."

— J.R. Miller, DD

COUNSELORS (3)

The Pasadena Childrens Training Society
2933 North El Nido Drive
Altadena, CA 91001
818/798-0853
Attn: Linda Wilhelm / Secretary
\$650-750/hr DOE, plus vacation, holidays, sick leave, 13 hrs/mo paid time off, and health (Kaiser) & vision ins after 3 mos. Call for appt or send resume. RTJJ. Work with abused/neglected boys, 6-16, assist in implementing day-to-day care/treatment including proper hygiene, dress, and eating habits. Involves travel. Flexible FT (40 hrs/wk), PT (20-30 hrs/wk), or on-call positions. Operating since 1906, counseling center for abused/neglected boys (open 24 hrs, 7 days) has 60 residents. Must be dependable, work well with children, and have CDL & ins. BA/BS in related field and some experience preferred. EOE

**LIBRARIAN I/II**

Librarian I - \$2013-2459
Librarian II - \$2330-2845

Librarian I requires graduation from a university and possession of a Master's degree in Library Science (MLS). Librarian II requires graduation from a university, possession of a Master's degree in Library Science and two years as a professional librarian.

Official City of Stockton applications may be obtained from and must be submitted to the:

CITY of STOCKTON

Personnel Department
425 North El Dorado Street
Stockton, CA 95202
(209) 944-8233

Final filing date: April 14, 1989 or until sufficient applications are received.

AA EOE

DIRECTOR (3)

Small World Schools
730 Camina Escuela
San Jose, CA 95129
408/257-7326
Attn: Catherine Boettcher / Managing Dir
\$750+/hr DOE + vacation, sick leave, dental insurance, medical ins contribution and profit sharing after 3 mos. Responsible for overall operation of childcare facility; communicate with parents & state licensing depts, and handle staff relations & some accounting. 40 hrs/wk. School is open 6-6 Mon-Fri. Privately owned, 24-yr-old business has 20 Bay Area locations. Must have 2-yr degree in ECE, 2 yrs exp, and accounting knowledge. Must be organized, flexible & dependable. Call for appt; RTJJ. EOE

If you're overweight by 50 lbs or more, you must take extra care to present a neat, professional image at job interviews. Experts have found that being overweight is more of a barrier to getting hired than to getting a promotion.

ELEMENTARY SCHOOL TEACHERS

Piner-Olivet Union
Elementary School District
1825 Willowside Road
Santa Rosa, CA 95401
707/575-7057
Attn: Donna Capurro / District Secretary
\$21,328-40,405/yr DOE/DOQ + \$500 for master's degree (1987-88 salary schedule) and excellent benefits. Organize & implement lesson plans for grade assigned and work with an aide in the classroom. 180 days, Mon-Fri 8am (hrs vary with school assigned). Rural suburban community district, 1 hr north of San Francisco, has 2 school sites (K-3, K & 4-6). 3rd school will be completed in fall 1990. Requires CA teaching credential; bachelor's degree plus 20 units required for step 1 on the salary scale. Call for district application; submit app, resume, and placement file by 4/21. AA

PRINCIPALS-Elementary (2)**For Bennett Valley Union Elementary School District**

- \$47,000 salary is under negotiation.
- District has 1,012 ADA
- Located in the Sonoma County Wine Country, this area has a livable, temperate climate, & the district serves a growing, commuter population.

Deadline: Friday, April 28, 1989.

To apply: call the District office for application, or send resume to:

Bennett Valley Union
Elementary School District
2250 Mesquite Drive
Santa Rosa, CA 95405
(707) 542-2201

Principals - Elementary**in Calaveras County (1 or 2)**

Mark Twain Union Elementary
School District (650 ADA) K-8
Salary range: to \$43,563/yr - includes Master's degree, (200 workdays/yr)
Deadline to file: May 18, 1989

Requirements: California Administrator Services credential; 5 yrs Administrative and/or teaching exp; demonstrated leadership in classroom exp; demonstrated awareness of and sensitivity to the special needs of a K-8 school.

Principal will provide leadership and support in curriculum, discipline, and student activities; assist staff in determining objectives; identify school needs as a basis for determining long & short-range plans; identify, provide, assign, & coordinate in-service growth opportunities for teaching personnel within the school; supervise & evaluate performance of all assigned personnel, and management of all categorical programs.

Applications from well qualified candidates are invited. A complete application file will consist of: letter of application, personal up-to-date resume, professional placement papers, and a copy of required administrator services credential.

Applications should be mailed to:

Becky Jack, Personnel Director
Calaveras County Schools
P.O. Box 760
Angels Camp, CA 95221

Calaveras County Office of Education
For information, call: (209) 736-4662

EVENING OPHTHALMIC/OPTICAL INSTRUCTOR

National Education Center
Bryman Campus
2015 Naglee Avenue
San Jose, CA 95128
408/275-8800
Attn: Jill Girard / Education Director
\$10-11/hr. Call for appointment or send resume. RTJJ. Teach all aspects of optometry, finish & bench work skills, dispensing, and contact lenses. Hr 6-10pm Mon-Thu. One of the largest vocational training schools in the nation specializing in medical/dental assistant careers. Requires 3-5 yrs experience, good communication skills, and the ability to get along with others. EOE

**HEALTH EDUCATOR WITH MPH**

Motherlode Community Health Center, Inc.
P.O. Box 310
Plymouth, CA 95669
Attn: Randy Ulindor
Salary based on experience, plus medical/dental & vision insurance, 3 wks paid annual vacation, holidays, and sick leave. Send resume. Implement the health education AIDS program; assess target group needs, and design, implement & evaluate programs. Hrs & days discussed at interview. Center was established in 1980 and provides comprehensive primary care to Amador County residents. Requires MPH (master's degree in public health) with specifications in community & patient health education and min 1 yr exp (with MPH); or 2 yrs public health exp and equiv master's degree. Women are encouraged to apply.

PRESCHOOL TEACHERS (4)

Heads Up!
445 East Charleston Road, Suite 9
Palo Alto, CA 94306
415/424-1221
Attn: MaryPat Power
\$6-8/hr. DOE/DOQ. Call for appt & information or send resume. RTJJ. Work in conjunction with Montessori teacher to instruct classes of 3-5 year old children in an excellent working environment. Part & full-time positions available in Palo Alto and San Jose. Hours vary. Mon-Fri. Req at least 12 ECE (early childhood education) units or a BA degree in childhood education. Exp preferred but not necessary.

INSTRUCTOR - ENGLISH/ESL

Rancho Santiago Community College District
17th Street at Bristol
Santa Ana, CA 92706
714/667-3320
Attn: Personnel
\$24,237-48,845/yr (1989-90 interim salary range) + xint bfts. Call or info & app; file by 4/13. Teach assigned classes; maintain course outline. FT tenure-track; schedule depends on assignment. Req master's from accredited college/univ in ESL, English, or related field involving considerable language study. CA community college instructor credential in basic ed, lit, or language arts (or eligibility); 1 yr FT or 30 units PT (or equiv) college teaching exp in English &/or ESL within past 5 yrs; ability to pass district ESL screening test. TESL cert and exp with ethnically & socioeconomically diverse groups preferred. AA/EOE

INSTRUCTOR - MATHEMATICS

Rancho Santiago College
17th Street at Bristol
Santa Ana, CA 92706
714/667-3320
Attn: Personnel Services
\$24,237-48,845/yr DOE/DOQ + xint bfts. Teach mathematics classes in the science & technology division. Hrs/days to be scheduled; temporary fall replacement position begins 8/14. District has multi-campus college in Central Orange County serving 34,000+. Requires master's degree in mathematics and a CA community college instructor credential (or eligibility) in math or a similar credential authorizing service at the community college level. Training or experience teaching developmental math skills preferred. Call for district application; file by 4/20. AA/EOE

It's not uncommon to spend one month of job searching for every \$10,000 per year you expect to earn.

PRINCIPAL / PROGRAM DIRECTOR

Rite of Passage
P.O. Box 1360
Minden, NV 89423
Attn: Program Director
Negotiable salary + benefits. Supervise a staff of 20 and directly oversee athletic education and the social work dept. Responsible for maintaining relations with licensing authority and public agencies. 40 hrs/wk. Western Nevada treatment program school serves 50 delinquent boys. Requires advanced degree (LSCW, MPA, MA education, or MFCC), management/administrative exp in a school facility or program, and strong organizational skills. Send resume.



La Petite Academy

Child Care Director/Teachers

The nation's finest preschool and child care provider is now seeking career-minded individuals who enjoy working with children and would like the opportunity to advance in the child care field.

Our benefit package includes a competitive wage, based on 12 ECE units, health and dental co-paid by the company, paid holidays, paid sick and vacation days, free and/or reduced rate child care, on-site training programs and educational reimbursement.

Come grow with us at any of our Northern California locations:

Antioch	Modesto	San Ramon
Concord	Napa	Santa Rosa
Sacramento Area	Pittsburg	Vallejo
Fresno	Pleasanton	Vacaville
Lodi	Rancho Cordova	
Merced	Rohnert Park	

La Petite Academy, Inc., Divisional Office
1864 Cabana Drive, San Jose, CA 95125
(209) 368-0303

PASADENA CITY COLLEGE

Pasadena Area Community College District invites applications for the following management and faculty positions for the 1989-90 academic year.

The District seeks to increase its faculty and staff diversity. Ethnic minorities and women are especially encouraged to apply.

Positions and application deadlines:

Assistant Dean of Instruction	4/26/89	Economics	4/07/89
Dept Chairperson - Nursing	4/28/89	English	4/17/89
Aviation	4/07/89	English as a	
Business (Mgmt, Office Adm, & Computer Bus Applications)	5/12/89	Second Language	4/14/89
Business (Mathematical Analysis for Bus & Mgmt)	5/05/89	English (non-credit)	4/19/89
Chemistry	4/27/89	Mechanical Design	
Cosmetology	4/21/89	Drafting/CAD	5/15/89
Counselor	5/10/89	Nursing	4/25/89
Design & Advertising	5/01/89	Screen Printing	5/18/89
		Theater Arts	4/18/89
		Music - 3 positions	TBA



Positions require possession of or eligibility for a California Community College Credential. Some disciplines require Master's degree. To obtain District application contact:

Personnel Services, Pasadena City College
1570 East Colorado Blvd, Pasadena, CA 91106
(818) 578-7388

EOE / AA

PUBLIC SAFETY COMMUNICATION INSTRUCTOR (2)

City of San Jose
Employment Office, Room 207
801 North First Street
San Jose, CA 95110
408/277-4462
Attn: Bob Turk / Senior Personnel Analyst
\$40,668-49,416/yr DOE, plus retirement plan and medical/dental & life insurance. File city application. Responsible for entry-level & on-going training of police & fire dispatchers. 40 hrs/wk. Requires HS diploma or equivalent courses in training or teaching techniques. 3 yrs public safety dispatching experience at a supervisory level. 60 hrs recent teaching exp in public safety dispatching, and a valid CDL.

Keeping abreast of new developments in your field is essential to getting and keeping a good job. Don't allow yourself to slip behind. It's easier to keep up than to catch up.



Los Angeles County Office of Education

SPECIAL EDUCATION TEACHERS

Los Angeles County Office of Education
9300 East Imperial Highway, ECE Room 102
Downey, CA 90242-2890
213/803-8382
Attn: Personnel Services
\$21,954-33,748/yr DOE/DOQ (10-12 month contract avail) + medical, dental & life ins and STRS. 183-day work year. Call or write for county app. open filing. County Office of Education is accepting applications for Special Education Teachers, Speech Specialists, Adaptive Physical Education (APE), and substitute teachers for special education, juvenile court & community schools. Positions located throughout LA County. Hrs 8-5 Mon-Fri. Requires a bachelor's degree, teaching credential, and possession/eligibility for CA teaching credential in program/specialty assigned. Experience desired but not required.

TEACHER

Charmer Preschool
1975 Pollard Road
Los Gatos, CA 95030
408/378-7805
Attn: Debbie Zavodnick / Director
\$6,49-7,48/hr DOE, plus sick leave, holidays, vacation, and medical insurance contribution; budget for professional development available. Call for appt or send resume, class transcripts, 3 references & salary history/reqs: RTJJ. Plan & set up daily activities for children (ages 2.5 - 5.5); evaluate their progress and meet with parents. Hrs 9-5 Mon-Fri. Private nonprofit Christian preschool has a learning center program of music, art, science, math, liberal arts & plays. Must have a 4-yr ECE degree (or working toward it) and some exp (& enjoyment) working with children. EOE

Those who fear the future are likely to fumble the present.

RESOURCE SPECIALIST TEACHER

Belmont Elementary School District
2960 Hallmark Drive
Belmont, CA 94002
415/593-8203
Attn: Donna Stock / Personnel Director
\$17,764-29,614/yr depending on experience and college/university units; excellent benefits. Call for appt. Plan & manage a pull-out program at K-5 school; provide an individualized program for each student; and work with parents, teachers & principals. 6.5-hr day. 8:45-3:20 Mon-Fri. School district has 4 school sites, grades K-8. Requires Learning Handicapped credential and Resource Specialist certificate or qualifications for an emergency certificate. Experience preferred. AA/EOE



CONTRA COSTA COUNTY OFFICE of EDUCATION

CONTRA COSTA COUNTY 1989 EDUCATIONAL EMPLOYMENT FAIR

DATE: Saturday, April 22, 1989
TIME: 10:00 am to 2:00 pm
LOCATION: Los Medanos College
2700 East Leland Road, Pittsburg, CA

Teachers, counselors, and individuals interested in the teaching profession are encouraged to attend and to bring multiple copies of resumes and current credentials. (Eight Contra Costa school districts will be participating.)

For more information, please call:

(415) 944-3471

LOS RIOS COMMUNITY COLLEGE DISTRICT

The Los Rios Community College District is the third largest in California and includes 3 colleges (American River College, Cosumnes River College, Sacramento City College) with more than 45,000 students enrolled in credit courses. Sacramento is a leading growth area featuring extensive educational opportunities, temperate climate and affordable housing.

FACULTY OPENINGS

POSITION #	TITLE	CLOSING DATE
*89-020	Chemistry Instructor, ARC	04/10/89
*89-021	Reading Instructor, ARC	04/12/89
*89-022	P.E./Women's Basketball Coaches, CRC/SCC	04/14/89
*89-023	Nursing Director / Coordinator, ARC	04/17/89
*89-024	Philosophy Instructor, SCC	04/19/89
*89-025	Automotive Mechanics Tech. Instructor, CRC	04/21/89
*89-027	P.E. / Women's Softball Coaches, ARC/CRC	04/26/89
*89-028	Technical Theatre Instructor / Director, ARC	04/28/89
*89-029	Physical Education / Men's Football Coach, SCC	05/01/89
*89-030	Vocational Nursing Instructor, SCC	04/21/89
*89-031	Dental Hygiene Instructor, SCC	05/10/89
*89-033	Animal Health Technology (D.V.M. Required), CRC	05/05/89
*89-035	Theatre Arts Instructor, FT-Temporary, ARC	05/05/89
*89-036	Counselors, ARC/SCC/CRC	05/12/89
*89-037	Chemistry, FT-Temporary, SCC	05/03/89
*89-038	English Composition, FT-Temporary, SCC	05/08/89
*89-039	Food Service Management Instructor, ARC	05/10/89
*89-040	Aeronautics Instructor, SCC	05/17/89
*89-041	EOPS Coordinator, CRC	05/19/89
*89-042	Corrections Coordinator, SCC Public Safety Ctr.	05/21/89

ADMINISTRATIVE OPENINGS

*89-026	Dean, Behavioral & Social Sciences (ARC)	04/24/89
*89-032	Dean, Humanities & Social Sciences (CRC)	04/19/89
*89-034	Dean, Business & Communications (CRC)	05/06/89

*Minimum requirements include Master's Degree.
Interested candidates should call or write for information and/or applications:

Certificated Recruitment Section

Los Rios Community College District

1919 Spanos Court, Sacramento, CA 95825 (916)920-7912



Santa Monica College is seeking part-time Instructors for the following areas:

- ◆ Anthropology
- ◆ Art
- ◆ Astronomy
- ◆ Biology
- ◆ Communications
- ◆ Computer Info Systems
- ◆ Dance
- ◆ Fashion Design
- ◆ Geography
- ◆ Geology
- ◆ History
- ◆ Interior Design
- ◆ Music
- ◆ Nutrition
- ◆ Office Info Systems
- ◆ Philosophy
- ◆ Photography
- ◆ Physiology
- ◆ Political Science
- ◆ Physics
- ◆ Real Estate
- ◆ Sociology
- ◆ Speech
- ◆ Theatre Arts

Part-time faculty must possess or be able to obtain an appropriate California Community College credential. The hourly salary is: \$32.47-35.26, and is based upon education.

To obtain the district application, contact:

Office of Personnel Services, Santa Monica College
1900 Pico Blvd, Santa Monica, CA 90405-1628

(213) 452-9336

(24 hr employment information)

Equal Opportunity / Affirmative Action / Title IX / Employer of the Disabled



Santa Monica College is accepting applications for the following full-time tenure-track positions for Fall, 1989:

- ◆ Anthropology
- ◆ Basketball (Women's)
- ◆ Biology
- ◆ Child Development
- ◆ Computer Information Systems / Accounting
- ◆ Counseling
- ◆ English Composition and Literature
- ◆ English as a Second Language
- ◆ Japanese
- ◆ Journalism
- ◆ Music-Voice
- ◆ Political Science
- ◆ Psychology
- ◆ Spanish

To obtain qualifications information and the district application, contact:

Office of Personnel Services
Santa Monica College
1900 Pico Boulevard
Santa Monica, CA 90405-1628

(213) 452-9336

(24-hr employment information)

Equal Opportunity / Affirmative Action / Title IX / Employer of the Disabled



SUPERVISOR - RELATIONS WITH SCHOOLS & COLLEGES

San Joaquin Delta College
Administration Building, Room 202
5151 Pacific Avenue
Stockton, CA 95207
209/474-5056
Attn: Personnel

\$28,728/yr plus excellent benefits. Submit application (call for proper form) with letter of app, 3 recent recommendation ltrs, and copies of transcript by 4/28. Develop, coordinate, and implement an effective student outreach program. Hrs 8-5 Mon-Fri. College in Central CA serves 20,000+ day/evening students. Req combination of education & work exp equiv to bachelor's degree, and exp in community college or university setting in a related field which demonstrates the knowledge & abilities necessary to perform assigned duties and achieve student recruitment program objectives. AA/EOE

"Nothing is really work unless you would rather be doing something else."

—James Matthew Barrie

TEACHER

FamiliesFirst, Inc.
502 Mace Boulevard, Suite 8
Davis, CA 95616
Attn: Teacher

\$27,000-33,000/yr DOE/DOQ, plus paid holidays & sick leave and medical/dental, life, vision & disability insurance after 3 mos. Send resume. Teach general academic subjects at a Non-Public special education school serving severely emotionally disturbed boys, ages 10-14. Position coordinates with residential & clinical staff. 6-10 children per room; 1 teacher's aide per class. Hrs 8:30-4:30 Mon-Fri; 220 days/yr. Requires Calif LH (learning handicapped) credential. EOE

TEACHER (6)

Small World Schools
730 Camina Escuela
San Jose, CA 95129
408/257-7326

Attn: Catherine Boettcher / Managing Dir
\$6+/hr DOE, + vacation, sick leave, childcare at half price, dental insurance, and medical ins contribution after 3 mos. Work with toddler through elementary school-age children; supervise 12 children, plan & implement daily activities, provide yard supervision, and interface with parents. FT (40 hrs/wk) or PT (20-25 hrs/wk). School is open 6-6 Mon-Fri. Privately owned, 24-yr-old business has 20 Bay Area locations. 2 yrs exp required. Must be friendly, warm & caring and enjoy working with children. Senior citizens encouraged to apply. Call for appt: RTJJ. EOE



Southwestern College

INSTRUCTOR AND COUNSELOR POSITIONS

The following tenure-track positions will be available for the Fall Semester 1989. Salary commensurate with academic preparation and experience.

Minimum Requirements:

Eligible for California Community College Credential; Master's Degree; teaching/professional experience desired.

Counselor (2 positions)
Child Development
Economics
Engineering (Industrial/Manufacturing)
Math/Science
Theatre/Telemedia
Theatre/Technical Director Operations

Contact Personnel Services Office for detailed job announcement/application procedure. App Deadline: May 1, 1989

Southwestern Community College District
900 Otay Lakes Road
Chula Vista, CA 92010
(619) 421-6700 ext 269 or 421-0610

An Equal Opportunity Employer. Qualified minorities, women and members of other protected groups are encouraged to apply.

TEACHER - FINE ARTS/HUMANITIES

Evergreen Union School District
19415 Hooker Creek Road
Cottonwood, CA 96022
916/347-3411
Attn: Marcia Lywandowsky / Secretary
\$21,729-37,462/yr DOE/DOQ, excellent benefits include vacation, holidays, sick leave, and medical/dental & life insurance. Call for information and application form; file by 4/14. Teach drama, speech, oral interpretation, reader's theater, visual arts, teaching arts, art history, and music appreciation at the secondary level. Hrs 8-3:30 Mon-Fri; begins 9/4. Requires bachelor's degree, CA secondary teaching credential, and CBEST results or proof of employment in CA schools within the past 39 mos (can be waived under emergency provisions for 1 yr). AA/EOE

TEACHER - SPECIAL DAY CLASS

Belmont Elementary School District
2960 Hallmark Drive
Belmont, CA 94002
415/593-8203
Attn: Donna Stock / Personnel Director
\$17,764-29,614/yr depending on experience and college/university units; excellent benefits. Call for appt. Teach all subjects (reading, language, math, job & life skills) to 12 students at middle school (grades 6-8); supervise 1 aide. 6.5-hr day. 8:30-3:00 Mon-Fri. District has 4 school sites, grades K-8. Must have LH (learning handicapped) credential. Experience working with LH students preferred. AA/EOE

TEACHERS OF INFANTS & PRESCHOOLERS (3 part-time)

Southwest YWCA
13500 Quito Road
Saratoga, CA 95070
408/370-1877

Attn: Diane Anderson / Childcare Director
\$4.75-6.25/hr plus free YWCA membership, program discounts, and retirement plan after 1000 hrs of service. Call for appt or send resume; RTJJ. Supervise 12 preschoolers and 4 infants; submit weekly lesson plans in academic & social skills for preschoolers. 28 hrs/wk; mornings & afternoons avail. California's largest childcare provider also has 6 after-school programs at elementary schools. Requires 12 units ECE (may be completing final 6 units). Must be dependable & flexible and work without constant supervision. Pre-school teaching experience a plus. EOE

If your progress isn't keeping pace with your potential, chances are your goals aren't clearly defined.

TEACHER'S AIDE

Small World Schools
730 Camina Escuela
San Jose, CA 95129
408/257-7326

Attn: Catherine Boettcher / Managing Dir
\$5+/hr DOE, + vacation, sick leave, childcare at half price, dental insurance, and medical ins contribution after 3 mos. Work with toddler through elementary school-age children; assist w/meal svc, yard supervision, art activities, and bulletin board arrangement. FT (40 hrs/wk) or PT (20-25 hrs/wk). School is open 6-6 Mon-Fri. Privately owned, 24-yr-old business has 20 Bay Area locations. 2 yrs exp required. Must be friendly, warm & caring and enjoy working with children. Senior citizens encouraged to apply. Call for appt: RTJJ. EOE

INSTRUCTORS - Part-time

Needed at Rancho Santiago College.

- | | |
|---------------------|---------------------------|
| ● Philosophy | Final filing date 4/26/89 |
| ● Economics | 4/28/89 |
| ● Physical Science | 4/26/89 |
| ● Human Development | 4/26/89 |

Avail: ECE, Infancy, School age, Education & Parenting (Indicate areas of interest)

SALARY

\$495 Lecture Hour Equivalent
Lab - \$19.25/hr;
Sub - \$27.50/lecture hr

REQUIREMENTS

- Master's Degree in appropriate field
- Possess or qualify for appropriate California Community College Instructor Credential.
- Teaching experience desired.
- Assignments may be day and/or eve.

To apply, call for district application; submit app, resume, transcripts and placement file to:

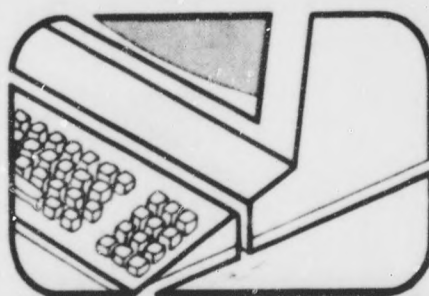
Personnel Office
Rancho Santiago College
17th St. at Bristol
Santa Ana, CA 92706
(714) 667-3320



TEACHING & RESEARCH ASSISTANT

University of the Pacific
School of Dentistry
2155 Webster Street
San Francisco, CA 94115
415/929-6458
Attn: Personnel

\$20,500/yr DOE/DOQ, plus excellent benefits. Departmental technician position available in physiology/pharmacology as a teaching & research assistant to include course duties, tutoring, lab set-up, preparing biological materials, and operating microcomputer. 40 hrs/wk. Requires BS degree and 6 mo teaching experience. Send resume only. AA/EOE Employer



Electronics/ Data Processing

COMPUTER TEST TECHNICIANS (3)

InfoWorld Publications, Inc.
1060 Marsh Road, Suite 200
Menlo Park, CA 94025

Attn: Marcia Mason / Human Resources Mgr
\$20,000-28,000/yr DOE plus profit sharing and full medical/dental insurance. Test computer hardware, software & other computer components and write test results. Hrs 8-5 Mon-Fri. 11-yr-old publishing company seeks energetic, inquisitive 'computer techies'. Requires strong working knowledge of microcomputers, good written & verbal communication skills, and background in hardware, software, Macintosh, or LAN technologies. BS in computer science preferred, not required. Send resume.

SOFTWARE/FIRMWARE ENGINEER

Campbell Engineering Company
2540 Bates Avenue
Concord, CA 94520
415/689-7212

Attn: Warren Hood / Technical Services
\$32,000/yr plus medical insurance, vacation, holidays, and sick leave. Clip ad and send with resume by 4/30. Design software, firmware, and mechanical systems for robotic control of precision mechanical devices and communication between biometric devices and host computer, for development of security devices such as surveillance cameras and eye, fingerprint & hand-reading systems. Flexible FT. Firm produces intelligent high-security systems. Requires BSEE or BSME, C programming experience, and 1 yr exp in servo-control. Must be familiar with 8031 machine language and have US citizenship.

If you're asked something on a job interview that you think may be on the federal government's list of "illegal questions", you should first consider the intent of the interviewer and then decide if it's in your best interest to answer — even if a response is not required legally.

TELECOMMUNICATIONS SPECIALIST

Los Rios Community College District
American River College
1919 Spanos Court
Sacramento, CA 95825
916/920-7912

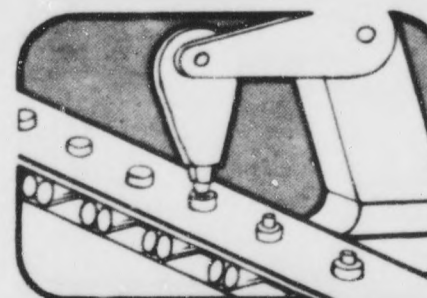
Attn: Classified Recruitment

\$2052/mo plus 2 wks/yr paid vacation, 17 paid holidays, and medical/dental ins. Call for info and district app (7:30-2 Mon-Fri) or obtain app at district otc; file by 4/14/89. Organize & supervise technical operation of TV production & playback facilities on a campus-wide basis. Hrs 7:30-4 Mon-Fri. Requires 2-yr college electronic program or equiv (exp may sub for reqd education on yr-for-yr basis) and 1st class radiotelephone operator's license. 2 yrs exp in maintenance, repair & operation of electronic equip used in instructional programs, and technical TV production/operation exp desirable. AA/EOE

TEST TECHNICIAN TRAINEE

Explosive Technology, Inc.
P.O. Box KK
Fairfield, CA 94533
Attn: Kelley Solari

Competitive salary DOE, plus benefits. Manufacturer of explosive-actuated devices for the aerospace industry seeks individual to assemble & test various explosive devices. 40 hrs/wk. Prefer AS degree or military 'A' school (or equivalent) AND 2 yrs experience with ordnance products or test instrumentation. Send resume. EOE M/F/H/V



Industrial

EXPERT LAUNDRY PRESSER

El Rancho Fabric Care
1331 Merkley Avenue
West Sacramento, CA 95691
916/371-8367
Attn: Gene

\$7/hr and up plus incentive bonuses; benefits available. Call for more information or apply in person. Launder and press pants & shirts. Hrs 7-3:30 Mon-Fri plus occasional Sat overtime. Company has been in the same location for 27 yrs and is the 3rd-largest plant in Sacramento. Must have experience (no training provided) and knowledge of Forenta pressing unit. EOE

DRY CLEANER - SPOTTER

El Rancho Fabric Care
1331 Merkley Avenue
West Sacramento, CA 95691
916/371-8367
Attn: Gene

\$8.50/hr plus incentive bonuses; benefits available. Call for more information or apply in person. Remove spots from clothing. Hrs 7-3:30 Mon-Fri plus occasional Sat overtime. Company has been in the same location for 27 yrs and is the 3rd-largest plant in Sacramento. Requires 5+ yrs exp as a spot remover (negotiable), knowledge of fabrics, and ability to press clothes. No training provided; company is seeking an expert. EOE

FABRIC CUTTER

Wespac Industries
1961 Walters Court, Suite 8
Fairfield, CA 94533
707/429-2700

Attn: Peggy Suchomel / Office Manager
\$8.50-12.50/hr DOE, plus medical & life insurance after 90 days, 6 holidays, and 1 wk vacation after 1 yr. Call for appt (8-4:30 Mon-Fri), apply in person, or send resume; RTJJ. Lay out & cut various fabrics for sports-related products. Advancement potential for dedicated employees. Hrs 8-4:30 Mon-Fri. Manufacturer of a wide variety of products has been in business 15 yrs. Requires layout and stack & individual custom cutting experience. Must be able to work with any type and/or ply of material. Tailoring experience a plus.

INSPECTOR - CLASS A

PTM, Inc.
401 East Alondra Boulevard
Gardena, CA 90247
213/532-2451 or 321-9308

Attn: Tony Wilson / Quality Control Mgr
\$15-20/hr DOE, + vacation, holidays, and medical ins after 1 mo. Call for appt/apply in person; RTJJ. Inspect precision aircraft machine parts, landing gear, axles, support braces & bolts (mostly high-heat treated & steel parts and some aluminum parts). Hrs 7-3:30 Mon-Fri (48-50 hrs/wk) + overtime. Precision-machined aircraft parts manufacturer has been in business 19 yrs. Requires minimum 5 yrs hands-on machining exp, knowledge of trigonometry & shop math, and an ability to interpret blueprints, use inspection tools, and do precision first article layout of forgings & castings. AA/EOE

PROGRAMMERS

(Salary: \$2076-2933 per month)

SMUD is currently seeking experienced Programmers to work in our Sacramento headquarters.

In these positions your primary duties will include developing programs, test data, system documentation and user procedures. You will also perform program maintenance, testing, debugging, feasibility studies, needs identification, and oversee other programmers.

To qualify, you must have at least 18 months of exp in structured COBOL programming on a mainframe computer, exp in program documentation, file organization, and program testing/debugging.

To receive an application, please call or write to SMUD, P.O. Box 15830, Dept CJ, Sacramento, CA 95852-1830. (916) 732-6050. We are an Equal Opportunity Employer.



REMCO HYDRAULICS, INC

MACHINIST

Remco Hydraulics Inc.
934 South Main Street
Willits, CA 95490

Attn: Glenda Presley / Personnel Manager
\$8.49-12.24/hr DOE, plus medical/dental & life insurance, paid vacation, and holidays. Send resume, RTJJ. Following a pre-drawn design, the qualified person will run industrial equipment that assists in the manufacturing of hydraulic cylinders, accumulators, and actuators. Hrs 7-4 Mon-Fri. 30-yr-old Northern CA manufacturer of hydraulic cylinders is located in Willits, the gateway to the beautiful Redwoods. Requires experience in an industrial environment, operating a CNC machining center and a large conventional lathe. EOE

MANUFACTURING SUPERVISOR

Hi-Shear Technology Corporation
Defense Systems Division
204 Edison Way
Reno, NV 89502

Attn: Vice President of Administration
Salary commensurate with experience, plus medical/dental, disability & life ins, 401K plan, and vacation. Handle process planning and crew scheduling; prepare & monitor budget; and understand government QC standards. If you are a manufacturing supervisor with minimum 10 yrs supervisory exp in mechanical mfg, this established DOD manufacturer in the ordnance and solid propellant field would like to talk with you. FT Mon-Fri, day shift. Must be HS grad or equiv and a US citizen, able to pass security clearance. For immediate consideration, submit resume & salary requirements. EOE M/F/H/V

For the person who hasn't decided on what career path to follow, temporary work can provide a window on the working world. "Temping" provides the opportunity to test a market or see a business from the inside, without making a long-term commitment.

POLY FABRICATOR

Ultra Fab Technology, Inc.
376 Montague Expressway
Milpitas, CA 95053
408/263-6301

Attn: Peggy Connolly / Office Manager
\$5-16/hr DOE/DOQ, plus negotiable benefits after 90 days. Call for appointment, RTJJ. Weld polypropylene into wet process stations for high-tech industrial use. Hrs 7-3:30 Mon-Fri plus occasional overtime. 8-yr-old manufacturing company, family-owned & operated, is seeking a team player who is reliable & personable. Poly welding experience required. HS grad or equivalent preferred. EOE

CRP

California Roll Products, Inc.

PRESSMAN

California Roll Products
3701 Seaport Boulevard
West Sacramento, CA 95691
916/371-9417

Attn: Dennis Hill / Plant Manager
\$8-12/hr DOE, plus medical & life ins, 1 wk vacation after 1 yr, paid holidays, and a personal-day program. Apply in person; RTJJ. Produce custom-printed roll products. Full-time, 9:30pm-5:30am (grave shift). New printing company with statewide product distribution is expanding production and adding a third shift. Requires ability to run a 4-color printing press, knowledge of ink/water balance, and ability to register tight-set. Basic mathematics knowledge a plus. Individuals with some experience encouraged to apply.

PRODUCTION PRINTER

Silicon Valley Screen Printing
2419 Zanker Road
San Jose, CA 95131
408/954-0250

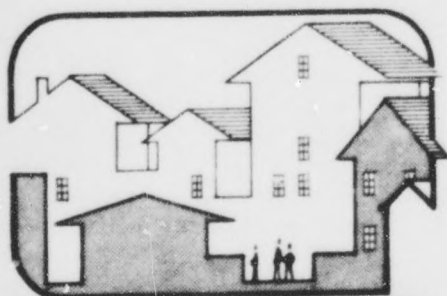
Attn: Karen Conrad
\$4-7/hr. Apply in person; RTJJ. Operate an automatic silk screening machine, pull a squeegee, and occasionally box & sort products. 11-person shop (which hasn't laid off a single employee since its inception 3 yrs ago) prints textiles, with existing/custom designs, for wholesale. Full-time, day hrs Mon-Fri (plus occasional overtime). Must be able to read, write & speak English. Training provided.

WAREHOUSE DISPATCH CLERK

J.C. Paper Company Inc.
650 Brennan Street
San Jose, CA 95131
800/245-2650
Attn: Warehouse Manager
\$7.50-8.50/hr DOE, + vacation, holidays & sick leave; med/dental ins avail. Control operation of warehouse dispatches & deliveries (receive incoming customer-svc calls and assign routes & route numbers to orders) and make delivery appts. Growth opportunity with rapidly growing distributor of fine printing papers. Established 34 yrs, firm has 18 divs and is opening 3 new facilities. Must be an energetic, self-motivated quick learner, with ability to work on your own. Warehousing, trucking & equipment or paper industry knowledge preferred. Send resume / apply in person to fill out application. EOE

WAREHOUSE MANAGER

M.S. Inserts and Fasteners Corporation
686 South Hillview Drive
Milpitas, CA 95035
408/946-6565
Attn: Tammy Farnsworth / Office Manager
\$10-12/hr DOE, plus medical ins, vacation, major holidays, and sick leave after 90 days. Call for more information: RTJJ. Manage warehouse operations: shipping & receiving, interface with government inspectors, and follow inspection procedures. Hrs 8-5 Mon-Fri. Friendly 15-yr-old hardware distributor for the computer & electronics industry is headquartered in LA. Requires HS grad or equiv; 2 yrs experience in quality control, shipping & receiving, parts inspection, or UPS, and ability to work with rate charges. Must be mature, outgoing, and able to handle various responsibilities. EOE



Insurance/ Real Estate

CASUALTY PRODUCERS (2)

Farmers Insurance
2875 Moorpark Avenue, Suite 205
San Jose, CA 95182
408/244-0111
Attn: Gail Troy / Owner
Commission only: \$2000-3000/mo potential income. Call for appt: RTJJ. Leads provided to sell casualty insurance by appt in the San Jose area. Independent contractor for Farmers Insurance. FT or PT, flexible hrs. Must have (or be able to obtain) fire & casualty insurance agent license. Requires own transportation. Must be US citizen.

ECHELON MORTGAGE CORPORATION

EXPERIENCED WHOLESALE LOAN REP

Echelon Mortgage Corporation
P.O. Box 938
El Sobrante, CA 94803
415/222-0333
Attn: Don Yamaguchi
High commission structure. Call for appointment. Handle existing broker accounts, develop new accounts, and open new territories. FT, flexible hrs. Company has been in business 9 yrs and has 4 branches. Requires valid CA real estate license and wholesale loan representative experience. AA/EOE



MANAGE YOUR OWN AGENCY

We're looking for ambitious self-starters as agency operators in Solano County. Unlimited income potential. If you're tired of someone else controlling your success, call:

GARRY D. ROWE
CAREER DEVELOPMENT MGR
(707) 429-5963

- Second of two parts -

There is a set of verbal coping skills known as "assertive behaviors" which occupy a middle range on a behavioral continuum running from aggressive on one end to passive on the other. People who behave aggressively trample on the rights of others, and generally get paid back for that behavior, either overtly or covertly. Passive individuals put the rights of others before their own and end up feeling angry and resentful at themselves and others.

Assertive individuals are effective in interpersonal situations because they have a high sense of their own self-worth and they appreciate the personal significance of others. Components of assertive behavior include direct eye contact, erect posture, a level and well-modulated tone of voice that is convincing without being intimidating, and message with honest content.

There are several techniques which will aid you in being assertive. The first is called "broken record." Just as the name suggests, you repeat your comments in a calm voice until the person begins to believe you mean what you are saying.

A second technique, which works very well when you are being criticized, is known as "fogging." Criticism and guilt are two of the great manipulators and when faced with criticism we just naturally tend to deny it, become defensive, or counterattack. An important element of assertiveness is the ability to cope with your errors without being devastated by the criticism. Being able to assertively accept things which are negative about yourself is "negative assertion."

Finally, workable compromise is a way of finding a solution which is acceptable to both parties and where no one's rights are compromised.

Give feedback early and often

You'll be more effective if you communicate concerns about employee performance, for example, at the earliest possible moments. When you repeatedly overlook instances of poor or mediocre performance, or even nonperformance, the negative feelings build up and you eventually reach the breaking point and explode. You don't communicate rationally or effectively, and the employee, taken by surprise, resents the treatment received and wonders why you didn't meet sooner.

Feedback is received best when the other person senses that you want to be of help. To be of any value in bringing about a change in behavior, the feedback must be specific, not general.

Use of "I" statements, not "You" statements

When someone says you made a mistake or that you are responsible for something undesirable happening to him or her, your instinctive response is defense. Others respond in the same manner. Or, when you send a "you" message which is a prescription for a behavior change you want other people to implement, it's natural for them to resist that change, because it wasn't their idea.

A technique for communicating your concern about a situation to another without evoking a defensive response or resistance to change is to use "I" statements instead of "You" statements. Central to the concept of the "I" message is that the sender is being honest and direct in communicating wants or desires. The sender takes ownership of his feelings or of the problem. The concept of problem ownership is important.

The "I" message has three components: a brief description of the behavior you find unacceptable, a statement of your feelings, and the specific effect of this behavior on you. Describing the effects of

COMMUNICATION WITHOUT CONFRONTATION



Mutual satisfaction is the key.
Search for ways to maintain
the integrity of both parties.

the behavior provides the receiver with your reasons for wanting the behavior change.

"I" messages are a very powerful technique for communicating without confrontation, but they don't work 100 percent of the time. Sometimes it becomes necessary to shift gears and move into a listening mode.

Sit down, shut up, and listen - really listen

In confrontation situations, shifting from a sending to a listening posture can work wonders, especially if you show warmth and empathy. Just hearing other people out dissipates some of their emotional energy and increases their willingness to listen to you later. And listening means being alert to the other person's non-verbal cues like posture, eye movements, and gestures, as well as following his or her spoken words. It is also important to be sensitive to what the other person is unwilling or afraid to tell you as well as to what he or she does say. There are a number of ways to facilitate this process which is known as "active listening":

- ◆ Acknowledge the speaker's message with "I understand" or non-intrusive responses like "Uh-huh."
- ◆ Paraphrase the feelings or ideas the other person has stated. "You feel upset because you didn't get the promotion?"

When you hear something you think might be important, use door-openers like, "Tell me more about that."

When you have a question, seek clarification. "I'm not sure I understand. Can you explain that to me?"

Or ask the speaker to elaborate. "Can you give me an example?"

Engage in joint problem-solving and look for win-win solutions

Once the emotional energy of a confrontation has been dissipated, then both parties can move the issues into a rational plan and engage in problem-solving. This involves defining the problem and pinpointing sub-problems, diagnosing the problem(s) and analyzing the causes, generating and evaluating alternative solutions, deciding on a solution or series of solutions, implementing the decision, and evaluating the results. In evaluating alternative solutions, search out those that are win-win.

Keep your sense of humor

An appropriate sense of humor can:

- ◆ help you keep the situation in perspective,
- ◆ melt the ice when things are too cool to communicate,
- ◆ make a point in a non-threatening manner, and
- ◆ serve as a general tonic for you and those around you.

Skillful application of these techniques will enable you to keep cool and communicate in a vast majority of situations. To use these techniques well requires a conscious effort. First, you need to assess your present level of competence with respect to each of the techniques. Next, decide in which of these techniques you would like to become more skillful.

Mutual satisfaction is the key, because if there is a common component to the techniques, it is the search for ways to maintain the integrity of both parties in a confrontation, of finding win-win solutions, coupled with the idea of keeping the communication at a level where joint problem-solving can take place. □

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FINANCIAL / PROFESSIONAL SALES

Paul Revere Insurance Group
1735 North First Street, Suite 310
San Jose, CA 95112
408/280-1400
Attn: Lance Lastinger / Manager
\$50,000 potential 1st-yr income plus superb benefits. Call for confidential interview. RTJJ.
Assist clients with financial planning matters, including life, health & disability insurance claims, securities, and investments. Successful candidate will be thoroughly trained on a professional basis to represent this respected financial planning organization. Hrs 8-5 Mon-Fri. Should be goal-oriented, with outstanding communication & sales skills, and have a successful track record.

FINANCIAL PLANNER

Whitted & Associates
P.O. Box 8247
Stockton, CA 95208
209/473-3327
Attn: Personnel Staff
Negotiable base + commission; \$\$\$ earning potential. Provide investment service and insurance needs for clients; assist clients in budgeting. Hrs 9-5 Mon-Fri, plus overtime as needed for outside sales. Established, growing financial planning firm requires MASD, insurance license, and experience in securities, TSA & insurance markets. Must work well independently. Call for appointment or send resume.

INSURANCE AGENT, HOME MORTGAGE

PFI Insurance Agency Systems
6060 Sunrise Vista Drive, Suite 1685
Citrus Heights, CA 95610
916/723-3933
Attn: Bill Pope or John Fletcher
\$50,000+/yr potential (commission only); 3 sales per week will produce \$80,000-100,000. Benefits available. A+ superior company (produced \$600,000 in '88) seeking licensed agents to sell to new home buyers. First-quality leads provided from the home buyer directly to you (1:3 closing ratio). Flexible hrs will include 2 evening appointments. Managing partners in this small fast-growing company have 38 yrs experience. Must be honest, licensed L&D agent with good communication skills. College degree desired but not mandatory. Training & assistance provided. Call for appt.

INSURANCE COMMERCIAL REP

Personal Perspective
1160 North Dutton, Suite 160
Santa Rosa, CA 95401
707/576-7653
Attn: Carolyn Silvestri / Owner
\$21,000-26,000/yr (commission negotiable), plus medical/dental ins available. Send resume (no walk-ins please). RTJJ. Service existing accounts & develop new ones. Inform clients of new products and current standards of property & casualty insurance. Some travel in the Santa Rosa area. Hrs 8-5 Mon-Fri. Consulting firm helps small companies recruit & advertise. Must be a team player with a commercial ins license and CDL. Prefer insurance agent exp, property & casualty background, knowledge of current products, IBM or compatible computer exp, and good communication skills. EOE

LEASING AGENT

Evans and Associates Leasing
4340 Stevens Creek Boulevard, #105
San Jose, CA 95129
408/248-7000
Attn: John Todd / Owner
\$3000-5000/mo potential. Call for appt; RTJJ. Work as an independent contractor. Generate & qualify leads and give sales presentations to companies. Full-time, flexible hrs. Equipment financing firm assists businesses in securing all types of equipment from telephones to trucks and processors to planes. Requires mortgage, insurance, real estate, or banking sales experience; CDL; own transportation; and insurance. Must be an aggressive self-starter. EOE

LICENSED L & D AGENTS

NAPE
2740 Fulton Avenue, Suite 101
Sacramento, CA 95821
916/481-8825
Attn: Jerry Johnson
Commission only, \$50,000-100,000 possible in first yr, plus 6+ mos salary advance on written business (no chargeback). Call for more info. Sell a superior health insurance plan to small businesses. Free verified leads provided. Opportunity to move into management. Agents needed in all areas of Northern CA. Flexible FT hrs, 4 days/wk. Must be a licensed L&D agent. 1 yr insurance sales preferred. If you are a licensed L&D agent and can close, give me a call for a confidential interview in your area.

LOAN & INVESTMENT OFFICERS (2)

Towne & Country Mortgage Company
4375 Capitola Road
Capitola, CA 95010
Attn: Paul Costa / President
Commission only (paid weekly); medical/dental, vision & life insurance available. Send resume or apply in person; RTJJ. Loan agent will work with non-conforming & hard money loans and trust deed investments. Investment officer will work with clients seeking short-term, high-yield trust deeds. Clients include trusts, qualified & non-qualified pension plans, and individuals. Market includes Monterey, SF Bay Area, and Northern Calif. FT, flexible; work own hrs & days. Mortgage company has a 10-yr track record. Req RE lic, high integrity, good work ethic, CDL, ins, and some related exp.

Financing Your Education

Choosing the right college can be difficult, but sometimes the job of financing an education can be even harder. The average annual cost of attending college in 1986-87 climbed to \$3,786 for two-year public schools, \$5,604 for four-year public schools, and \$10,199 for four-year private schools. And the news gets even costlier: tuition expenses are likely to increase at twice the rate of inflation for most of the nineties, while government-supported student aid programs continue to tighten.

There are still a number of important programs that offer would-be college goers financial aid, however. Anyone planning to pursue such assistance should become familiar with the following basics of financial aid:

Grants and scholarships are gifts offered outright. Because they don't have to be repaid, they are the obvious favorite of students seeking funds for an education.

Loans come in various sizes and must be repaid. They generally provide for favorable repayment plans and are offered at interest rates below the commercial rate.

Work-study programs enable you to work (preferably in your major field of study) while pursuing an education. Money earned doesn't

have to be repaid, and the college generally provides students with the job.

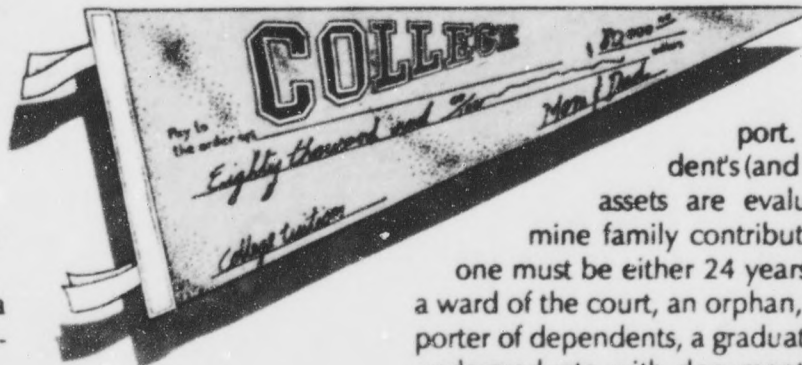
A **dependent student** is one who depends upon his parents for financial support. Both the parents' and the student's income and assets are evaluated to determine the family contribution to college costs.

An independent student

is not dependent upon his parents for support. Only the student's (and his/herspouse's) assets are evaluated to determine family contribution. To qualify, one must be either 24 years old, a veteran, a ward of the court, an orphan, married, a supporter of dependents, a graduate student, or an undergraduate with documented evidence of financial self-sufficiency and an income of at least \$4,000 for each of the past two tax years.

There are three basic sources for educational loans: federal and state government programs and the college's own resources. The State of California maintains extensive student aid programs including need-based grants, merit awards, low-interest loans, forgivable loans, Veteran's benefits, and special awards to dependents of deceased fire fighters, police officers, and veterans.

To find out more about state-funded financial aid, write: California Student Aid Commission, 1410 Fifth Street, Sacramento, CA 95814, or call (916) 323-0435. □

**LOAN AGENTS (6)**

Northwest Mortgage
2444 Moorpark Avenue
San Jose, CA 95128
408/293-3085
Attn: Bruce or Laura
50% commission on all sales. Call for appt or send resume. RTJJ. Independent contractor will work in the field with realtors, clients and the public. Duties include taking loan applications, new account development, and follow-up for this growing mortgage lending firm. Full-time, 8-5 Mon-Fri or set own hours. Some leads provided. Requires current (or in the process of obtaining) real estate license and a HS diploma. Must have own transportation.

LOAN OFFICER

Trans-Cal Loans
3517 Marconi Avenue, Suite 107-H
Sacramento, CA 95821
916/485-0821
Attn: Bill Wisdom or George Taylor
100% commission possible with no complicated splits. Call for appt. Be a truly independent contractor working with assumable fixed conventional loans (80% no-income qualifiers). Work with B & C products for borrowers with moderate to substantial credit problems. Pension fund sources for hard-money loans; institutional sources for commercial loans. FT flexible hrs. 10-yr-old company needs a 'go-getter' self-starter, not someone to sit around & answer the phone. Valid Calif RE license desired (may consider unlicensed). Prefer joiner who is 'into networking' and has contacts to bring in loans.

LOAN OFFICER

The Mortgage Network
7777 Greenback Lane, Suite 105
Citrus Heights, CA 95610
916/721-8300
Attn: Mike
Commission plans pay up to 100% of originations & overages with additional bonuses and shared servicing. Provide the best customer service in the mortgage industry, with an excellent corporate support staff (total open-door policy). Utilize a fully automatic loan processing system. FT flexible hrs. Full-service mortgage banking company is opening a new branch in the Sacramento area. Requires an aggressive, experienced mortgage industry professional with a valid CA real estate license. Must be interested in increasing your current income. Call for appointment. AA/EOE

If you aim at nothing,
you'll hit it every time.

LOAN OFFICER (3)

Pacific Inland Financial Inc.
2571-A Main Street
Soquel, CA 95073
408/475-2600
Attn: Jim / President
Commission only (based on minimum 50% split) paid weekly; employee-paid medical/dental, vision & life ins available. Call for appt. RTJJ. 3.5-yr-old mortgage company seeks individuals to originate loans; solicit own leads from real estate agents; refinance & originate home loans; make loan calls; and interact with real estate agents & clients. Work in San Jose or Soquel. Full-time, flexible hrs & days. Requires real estate license. Must be outgoing, aggressive, and willing to train newly licensed agents.

LOAN OFFICERS (2)

American Suburban Mortgage Inc.
7700 Edgewater Drive, Suite 600
Oakland, CA 94621
415/635-7400
Attn: Henry L. Perkins / Branch Manager
Generous commission split to high producers; medical/dental coverage after 90 days. Call for appt. Originate FHA, VA, and conventional loans with the help of an excellent support staff. Full-time, flexible hrs. 2-yr old company opened Oakland branch last year. Valid CA real estate license required. Must be aggressive and knowledgeable in real estate financing. Related experience in banks, credit unions, or savings & loans is acceptable. AA/EOE

MARKETING MANAGERS (4)

San Jose Copa
1101 So. Winchester Blvd, Bldg A, Suite 103
San Jose, CA 95128
408/243-4516
Attn: Mr. Prieto / Personnel
Base salary + commissions (\$40,000-60,000/yr avg potential). Call between 9am-12noon for appt; RTJJ. Work in learning environment with emphasis on mgmt skills in ofc supervision, budgeting, and employee recruitment. Advancement potential to own mgmt territory avail. Good opportunity for career-minded individuals with desire for future in finance. FT flexible hrs Mon-Fri. Expanding, national financial marketing firm currently has 300 on staff. Req HS diploma and general sales background. Must be a motivated, career-minded, self-starter with desire to learn & earn. Prefer life & disability license. EOE

MORTGAGE BROKER / LOAN REP

Financial Transaction Corp of Alameda
1504 Encinal Avenue
Alameda, CA 94501
415/521-6500
Attn: Scott Neely
Enjoy a high income. Call for appointment. Develop mortgage loan business and service existing accounts. FT; flexible hrs. Growing brokerage firm handles both residential & commercial loans. Requires valid CA real estate license and great communication & sales skills. Must be committed to excellence. AA/EOE

EARN MONEY Reading Books

\$30,000/year
income potential.

Details:

(1) 805-687-6000
Ext. Y-2626

REAL ESTATE AGENT

Help-U-Sell
2295-C Feather River Boulevard
Oroville, CA 95965
916/532-9393
Attn: Ed Becker / Broker
Commission only; income depends on your motivation. Develop prospects working as an independent contractor. Market all types of real estate, land, and commercial & residential properties; and close sales for company that has been serving Gridley & Oroville for 4 yrs. Hrs 9-5 Mon-Fri and 10-4 Sat. Firm handles all advertising and mass mailers for clients. Requires real estate license. Must be self-motivated. Call for appt; RTJJ. EOE

REAL ESTATE AGENTS (2)

Sierra Land and Homes
4131 South Shingle Road
Shingle Springs, CA 95682
916/677-9444
Attn: Tony Escobar
\$30,000+/yr commission potential DOE/DOQ, plus benefit package. Call collect for interview. RTJJ. Immediate requirement for qualified real estate agents to establish contacts and market property in Amador & El Dorado Counties with an emphasis on raw land & subdivision sales. Sierra Land and Homes handles all types of RE with specific contact with ranches & land developments in the Placerville & Shingle Springs regions. FT, hrs & days vary based on individual schedule. Must possess CA real estate license and have extensive background in undeveloped & subdivision land sales. EOE

"When one door closes, another opens; but we often look so long and so regretfully upon the closed door that we do not see the one which has opened for us."
— Alexander Graham Bell

REAL ESTATE AGENTS (3)

ERA - Sierra Properties
1378 Broadway
Placerville, CA 95667
916/622-0131
Attn: Bud Zeller / Broker
Excellent commission only. Send resume or call for interview. RTJJ. Immediate openings for 3 dependable individuals to train as real estate agents majoring in both land & residential sales. Market all types of real estate for this leading realty agency in El Dorado & Amador Co. FT, hrs & days vary based on schedule. Must possess CA real estate license. We provide comprehensive training. No exp req.

REAL ESTATE ASSOCIATES (10)


Gillman Griffin & Company
10880 Wilshire Boulevard, Suite 200
Los Angeles, CA 90024
213/470-1781
Attn: Steve Nardi / Sales Manager
\$75,000+/yr potential based on a progressive commission split. Call for appt or info; RTJJ. As an independent contractor, responsible for home & condominium sales, resales & leasing. Flexible hours 2 days. Successful mid-size Westwood firm has been in business for 20 yrs. Daily travel in LA area is required. Must have CA Real Estate license, transportation with insurance, and valid CDL. Candidate should be aggressive, dedicated & hard-working. Exp preferred; training provided. Great opportunity for new licensees. Must show proof of right to work. AA/EOE M/F/H/V (#10)

REAL ESTATE BROKER

Help-U-Sell
2101 Geer Road, #110
Turlock, CA 95380
209/667-5400
Attn: Joe
Up to \$35,000/yr (commission only). Call for more info; RTJJ. Work on residential accounts to help develop the commercial & property management end of the business; develop own projects over the phone. Some local travel to properties required. Franchised office has 2 locations serving Southern Stanislaus & Northern Merced Counties. Well-established, growing business also has advertising support. Full-time work during business hrs (flexible). Req CA brokerage license and at least 2 yrs exp in commercial property mgmt & real estate. Must be people & community-oriented and a hard worker.

SALES ASSOCIATE TRAINEE

Realty World Masters & Associates
7450 North Fresno Street
Fresno, CA 93710
209/435-3811
Attn: Rene L. Salazar, Sr. / Broker-Owner
Straight commission; average \$25,000-35,000 1st yr. Benefits available. Call for appt; RTJJ. Work as a real estate broker; list & sell residential and commercial property. International company is developing a full sales & appraisal staff in this new location (fully computerized office). Great entry-level RE opportunity. FT, flexible hrs. Must be motivated & well-disciplined. RE major preferred. Degree in any field a plus. Full, 200-hr training program offered including selling & management skills (\$160 cost for materials). College students encouraged to apply. EOE



CAREER OPPORTUNITY

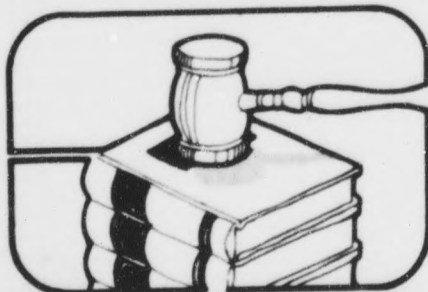
Build your own insurance agency with Farmers Insurance Group. \$2500 a month for first 2 years with college degree, when you qualify. Complete training and education provided.

For confidential interview, call
Paul Hook or Doug Dillard
(916) 966-5666



SALES REPRESENTATIVE / MANAGER

American Healthcare Advisory Association
Sacramento Regional Office
Sacramento, CA 95821
916/972-1711
Attn: Rick Jones
\$40,000-60,000/yr potential (straight commission) paid weekly, plus stock bonuses and vested contracts after 2 yrs. No charge-backs. Call for appt (interviews to be held in Stockton). Market a small business benefit package to business owners throughout Sacramento and San Joaquin Counties. Guaranteed leads provided. 40 flexible daytime hrs/wk; no nights or weekends. Six million-member national association with a proven track record is opening a new office in Stockton. Must have own transportation. Sales experience preferred. EOE



Legal/ Public Safety

CITY ATTORNEY

City of Whittier
13230 Penn Street
Whittier, CA 90602-1772
Attn: Personnel Department
\$5260-6650/mo, plus City-paid PERS & excellent benefits. New position available. Under direction of City Manager, serve as chief legal advisor to the City Council and all City officers; represent the City in all actions & proceedings in which an officer or employee is a party; prepare ordinances & resolutions; and review & approve as to form bonds, contracts, and agreements. Full-time. Requires graduation from an accredited school of law and 5 yrs broad legal experience, preferably in public law. Active membership in State Bar of CA also required. Send resume by 5/31.



DEPUTY SHERIFF

Contra Costa County
Sheriff's Department
651 Pine Street, Room 103
Martinez, CA 94553
415/646-2400
Attn: Chester Amin
\$2521-3064/mo (laterals up to \$2803/mo) plus up to 5% educational incentive and 75% medical benefits, uniform allowance, and 20-yr county retirement plan. Call for more information and/or application. Growing department. Numerous promotional opportunities. Wide range of work assignments including patrol, detention, investigation, civil, bailiff, marine, patrol, motorcycle, canine patrol, and various other specialty assignments. No exp necessary. Req HS diploma or GED, driver's license, and no felony convictions. Must be at least 20.5 yrs old. Full training provided. EOE

Build a portfolio to show a representative sample of your work. Emphasize quality, not quantity.

LEGAL SECRETARY

Law Office of Javed Ellahie
12 South 1st Street, #600
San Jose, CA 95113
408/294-0404
Attn: Mr. Javed Ellahie / Owner
\$1400-1700/mo DOE, plus paid parking, vacation, holidays, and medical insurance after 90 days. Duties include word processing, typing, preparing court papers, and interfacing with clients. Growth potential with small law firm specializing in bankruptcy. Hrs 9-5:30 Mon-Fri. Requires 50+ wpm typing, good clerical & word word processing and office experience (not limited to legal). Prefer 2 yrs college and excellent English & economics skills. Must be personable, independent, and self-motivated. Send resume and salary history/reqs. RTJJ. EOE

POLICE OFFICER

East Bay Regional Park District
11500 Skyline Boulevard
Oakland, CA 94619
415/531-9300 x2600 or x2604
Attn: Personnel
\$2386-2829/mo plus excellent benefits. Call for info and district app; file district app ONLY, to arrive by 5pm 5/1. Progressive police dept with workforce of 52 sworn officers needs officers to patrol regional parks in Alameda and Contra Costa Counties using regular & 4-wheel vehicles, motorcycles, boats, helicopters, and horses. Must be at least 21, in good physical & mental health, and a HS grad or equivalent with minimum 30 semester/45 quarter units of college. If non-lateral candidate, must have additional 200 hrs para-professional law enforcement exp with government agency's police dept.

POLICE OFFICERS

Oakland Police Department
455 7th Street, 1st Floor, Room 120
Oakland, CA 94607
415/273-3338
Attn: Recruiting Unit
\$2345/mo during 21-week training academy; \$2481-2991/mo after graduation + excellent bfts, 3-5 wks vacation, & \$500 uniform allowance. Call or apply in person (refer to this ad). Patrol designated areas protecting people & property, respond to emergency calls, & related duties in full-service police dept providing a variety of special svcs. FT, 5 days/wk. Req HS diploma or GED, min 21 yrs of age, weight proportionate to height, vision 20/100 correctable to 20/20 in one eye and 20/30 in the other with no color deficiencies, & valid Class 3 CDL. Must be US citizen with no felony convictions.

PUBLIC WORKS INSPECTOR (temporary)

City of Galt
P.O. Box 97
Galt, CA 95632
209/745-2961
Attn: Personnel Office
Negotiable salary. Call for more info; submit application by 4/14. Under city engineer's direction, this temporary FT position performs underground utility construction inspections including water, sewer & storm drain systems and street & street lighting facilities; ensure compliance w/applicable laws, ordinances, plans, standards, specifications, and dept regulations. Requires 2 yrs increasingly responsible exp in construction/engineering inspection (preferably on municipal-level public works projects); training equiv to 2 yrs college w/specialization in civil engr; valid CDL; and US citizenship.

SECURITY OFFICERS

Golden West Security, Inc.
8037 Fair Oaks Boulevard, Suite 100
Carmichael, CA 95608
916/944-1831
Attn: Sid Sontag or Monte Leahr
\$4.50-5.50/hr depending on location; uniforms provided. Call for more information. Go with the best with Golden West! Provide unarmed, on-site foot & mobile patrol at various industrial, commercial & private properties throughout the greater Sacramento area. Full or part-time; evening & night shifts available. Security company is owned & operated by a full-time peace officer. Must be 18 or older, pass a background check, and have an in-home telephone, valid driver's license, reliable transportation, and car insurance. No experience necessary; will train.

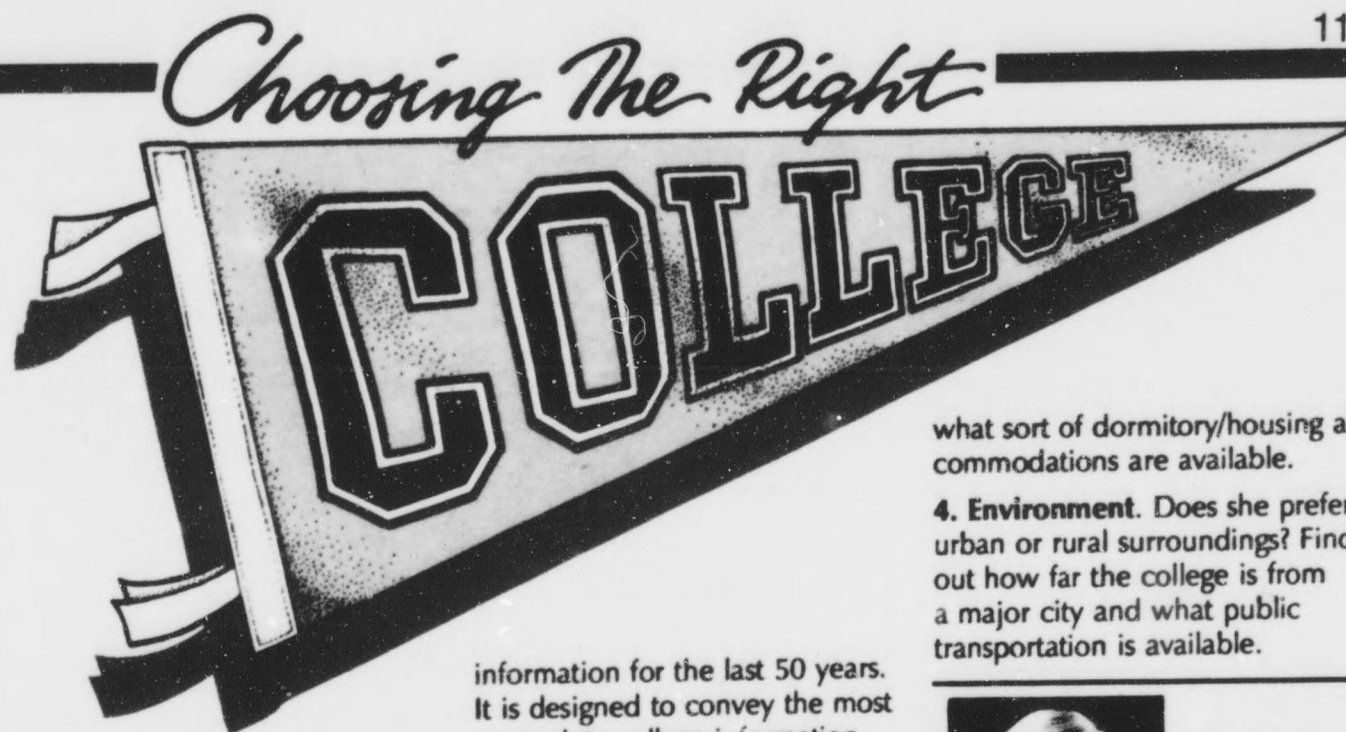
It's just as easy to get into the habit of success as it is to succumb to the habit of failure.

SECURITY OFFICER

Vanguard Security Services
3951 Performance Drive, Suite A
Sacramento, CA 95838
Attn: Receptionist
\$5-6.51/hr depending on site, plus supplied uniforms, medical/dental & vision insurance, 1 wk vacation after 1 yr, and credit union. Apply in person. Work for Sacramento's largest contract security firm. Observe, secure & report activity in shopping malls, business offices, hospitals, and industrial sites; file daily activity & incident reports. No weapons required. Full or part-time; hrs & days depend on site. FLEXIBLE HRS TO FIT COLLEGE SCHEDULE. Requires own transportation and in-residence telephone. Must be at least 18 yrs of age. No experience necessary; will train.

SECURITY OFFICERS (8)

Pedus Security Services Inc.
3500 West First Street
Los Angeles, CA 90004
213/251-0235
Attn: Personnel Department
\$5+/hr DOE/DOQ, plus 1 wk vacation after 1 yr, holidays, and medical ins after 90 days. Apply in person between 9-3 Mon-Fri (bring CA identification & SS card) or call for more info; RTJJ. Provide protection for people & property. Full-time, all shifts available. Security company, in operation 10 yrs, has 4 offices in CA and over 1,000 employees. Must have good hearing & eyesight. No experience necessary. State guard registration a plus. Req US citizenship or right to work. Uniforms provided. EOE



Q. My daughter is a senior in high school and wants to be a lawyer. What are some of the best colleges?

A. Some of the best for pre-law are College of Wooster, Duke University, University of Chicago, Harvard College, and Washington

information for the last 50 years. It is designed to convey the most up-to-date college information and trends on campuses nationwide. Because a successful college life is based on more than just passing the admission requirements, this book incorporates everything you want to know about the academic and social life of each college.

The Right College 1988 covers

Arrange your campus visit to stretch over a weekend. Check out popular student hangouts. Read an issue of the school paper.

and Lee University.

Some of the best-ranked law schools are Harvard, Yale, Stanford, Columbia, Pennsylvania, Cornell, Duke, Northwestern, and New York Universities.

Your daughter may find choosing a college, where she will spend four critical years, a little confusing, maybe even intimidating. I suggest she get a copy of Arco's *The Right College 1988*, published by Prentice-Hall Press (\$14.95) so she can make an informed decision.

This guide has been compiled by the College Research Group, whose data banks have supplied guidance counselors and placement officers with college profile

all 1,535 bachelor degree-granting colleges and universities in the U.S., Canada, Mexico, and overseas. The schools are listed by state. Some of the things your daughter should consider are:

1. **Major.** Most colleges do not require a decision until the sophomore year, but she should research the majors related to the fields of interest to her.
2. **Location.** Think seriously about travel between home and school, particularly in regard to short breaks during the school year.
3. **Size.** Give some thought to what you would like. Find out the size of the student body and

what sort of dormitory/housing accommodations are available.

4. **Environment.** Does she prefer urban or rural surroundings? Find out how far the college is from a major city and what public transportation is available.



James T. W. Hendricks

CAREER CLINIC

5. **The odds.** Be realistic about selections. She can take a "long-shot" or two, but it is best to keep in mind her background and what the admissions offices require.

6. **The cost.** Don't be reluctant to inquire about financial aid, including loans, installment payments, merit and athletic scholarships, work-study programs, part-time employment, etc. (See facing page.)

7. **Social life.** Arrange your campus visit to stretch over a weekend. Check out popular student hangouts. Read an issue of the school paper.

8. **Sports.** Is there a variety of intramural sports programs? Investigate facilities and student availability.

9. **Affiliations.** Find out about the different sororities/fraternities, clubs, and religious affiliations at the school.

10. **A visit.** Be sure to visit the school, if possible. This will be your home for four years.

SECURITY OFFICERS

Russian River Property Patrol
P.O. Box 227
Guerneville, CA 95446
707/887-9378
Attn: Liz
Over minimum wage DOE/DOQ; entry-level position. Call for appt; RTJJ. Established security company serving all of Sonoma, Lake, and Mendocino Counties needs people to protect properties, detect criminal activities, report incidents, and keep written daily log reports. Hrs and days (mostly evenings & weekends) to be discussed at interview. Exp not necessary; training provided

SECURITY OFFICERS (12)

CPP Pinkerton
1155 Broadway, #128
Redwood City, CA 94063
415/367-8041
Attn: Elmer Harriger / Personnel Manager
\$5.80-6.75/hr plus \$100 bonus after 90 days; medical & dental ins, vacation & holidays. Apply in person; RTJJ. Vehicle patrol, regular security from office base or guard shacks, and foot patrol. Swing shift (4-midnight) or grave shift (midnight-8) 5 days/wk. Largest private security company in the world (700 employees in Redwood City office) has accounts from coast to coast. Must be stable, mature and have a HS diploma or GED. No experience necessary; training provided. EOE M/F/H/V

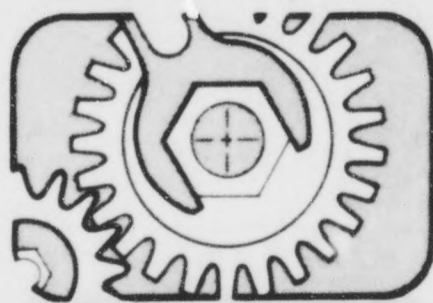


SECURITY GUARDS

Alpha-Des Security Services
6650 Bealeau Wood Lane, Suite 209-A
Sacramento, CA 95822
916/424-1706
Attn: Pete or Glenn
\$4.35/hr to start DOE, plus credit union; uniforms provided. Apply in person. Provide unarmed foot & motor patrol at commercial, private & industrial sites throughout Sacramento & Roseville; maintain accurate daily logs. Full & part-time and on-call positions; all shifts & hrs available. Local security firm, established in 1978, has ONE OF THE LARGEST VEHICLE PATROL SERVICES in the Sacramento area. No experience necessary; will train. Must be at least an 18-yr-old HS graduate with no felony convictions in last 5 yrs. Req in-home phone, CDL, DMV printout, and reliable transportation.

SECURITY OFFICER

American Protective Services, Inc.
2801 Pinole Valley Road
Pinole, CA 94564
415/758-1503
Attn: Personnel
Earn up to \$6.25/hr after training depending on assignment, + bfts after 120 days (for FT). Call 9-5 Mon-Fri for info. Work for top mgmt at the finest office complexes, manufacturing plants, and refineries. Responsible for sophisticated control rooms, gate duties, and inside/outside walking patrols. No weapons. Will train for positions in CONTRA COSTA & SOLANO COUNTIES with Bay Area's leading & highest-paying security specialists. Req ability to work all shifts & weekends. Must be 18+, have own phone, reliable transportation, CDL, and references. Vets must have DD214. V/EOE



Mechanical/ Service & Repair

AGRICULTURAL EQUIPMENT MECHANIC

Gordon Hansen Company Limited
P.O. Box 667
Rio Vista, CA 94571
707/374-6345
Attn: Stan

Top pay plus fringe benefits. Call for more information. Work on agricultural equipment hydraulic systems and drivetrains. Agricultural equipment servicing company requires at least 5 yrs drivetrain & hydraulic system experience or heavy-duty truck mechanic experience. Case or International Harvester training preferred.

APPLIANCE TECHNICIAN

Atherton Appliance Service
122 5th Avenue
Redwood City, CA 94063
415/369-1719
Attn: Mr. Lewis / Owner

Up to \$35,000/yr DOE, plus commission, choice of profit sharing or hospitalization plan, vacation, holidays and sick leave. Call for appt & personal interview. RTJJ. Repair small & major appliances in customers' homes; new company trucks provided. FT flexible hrs, mostly days (some evenings as needed). Business has been operating since 1949. Requires HS grad or equivalent, minimum 10 yrs exp in appliance repair, basic electrical & mechanical background, and good customer relations skills. EOE

AUTO BODY & PAINT JOURNEY-PERSON

City Towing & Body Shop
1105 East Williams Street
San Jose, CA 95116
408/297-2212
Attn: J.R. / Owner

Base rate of \$10/hr DOE/DOQ. Call for appt. RTJJ. This established independent towing & body shop seeks an experienced body and paint person who can prepare paint, repair and restore damaged cars & trucks. Hrs 8-5 Mon-Fri. Requires 4 years auto body & paint experience. Must have own tools.

AUTO ELECTRICAL REBUILDER

Specialized Automotive Systems
P.O. Box 2297
San Leandro, CA 94577
415/569-9870
Attn: George Menchini / Owner

\$8-19/hr DOE, plus uniforms, vacation, holidays, sick leave, and medical insurance. Call for more information. Tear down, rebuild (using existing & new parts), and test all types of electrical components including starters, generators & alternators. Components are mostly for heavy-duty and industrial applications. Flexible hrs 8-5 Mon-Fri. Company has a large, clean shop with the latest equipment and handles a wide variety of needs. Progressive management has a good working relationship with employees. Requires some electrical rebuilding experience, ability to work unsupervised, and own tools.

AUTO GLASS INSTALLER

Classic Glass Company
917 Water Street
Santa Cruz, CA 95062
408/426-7675

Attn: Dan J. Rasmussen / Owner
\$7-10/hr DOE. Call for more information or apply in person. RTJJ. Install windshields and other glass products in automobiles & trucks. May lead to management position. Hrs 8-5 Mon-Fri. Well-established, growing company in operation since the 1930s, has 8 employees. Requires minimum 1 yr experience as auto glass installer. Must have good communication skills. EOE

AUTO GLASS MECHANIC

Western Mobile Glass
840 Barstow
Clovis, CA 93612
209/299-0771
Attn: Tony Flores

\$7-10/hr DOE plus full medical, dental & life insurance. Call for appointment. RTJJ. Install windows in cars & trucks. 40 hrs/wk (between 4-6 days). Glass company has been in business since 1975. Must be dependable and have 3-5 yrs auto glass installation exp, own tools, CDL, and DMV printout.

AUTO MECHANIC

Eastmont Automotive Service
7250 Bancroft
Oakland, CA 94605
415/635-1301

Attn: Eugene Kim / Owner
\$10-15/hr DOE, plus uniforms, vacation, and medical insurance. Call for appointment or apply in person. Perform all phases of mechanical service & repair on cars & light trucks (mostly domestic vehicles) including smog checks/adjustments. 40 hrs/wk, schedule to be determined; shop is open from 8-6 Mon-Sat. Growing 3-yr-old business has 8 service bays and seeks person who can grow with us. Requires at least 3 yrs professional experience in all aspects of automotive repair, and own tools. Smog license preferred.

GEWEKE FORD

AUTOMATIC TRANSMISSION TECHNICIAN

Geweke Ford-Mercury
P.O. Box 1210
Lodi, CA 95241
209/334-6500
Attn: Bruce

Negotiable salary DOE, plus strong benefit package including paid vacations. Call for more information. RTJJ. Seeking a specialist to service & repair Ford automatic transmissions. Expanding company with superb support personnel offers excellent growth opportunity. 40 hrs/wk, Mon-Fri. Prefer a highly motivated individual with automatic transmission repair experience and knowledge of all aspects of automatic transmissions. Good training program provided.

Don't waste time regretting what you've failed to accomplish. Instead, begin planning today for the successful tomorrow that you can create.

AUTOMOTIVE AUDIO CONSULTANT

Al & Ed's Auto Sound
1171 North Tustin Avenue
Orange, CA 92667
714/771-1188
Attn: Phillip Goldstein

\$2000-3500/mo DOE, plus vacation, holidays, sick leave, medical & life insurance, and profit sharing. Call for appt or send resume. RTJJ. Be your own boss! Design & install high-end automotive electronics systems including alarms, phones, stereos & speakers. Negotiable hrs 9-6 Mon-Fri & 9-2 Sat. Established in 1954, company has 23 shops. Requires at least 4-5 yrs professional installation experience. Must be sharp!

AUTOMOTIVE MECHANIC (journey-level)

Import Repair Center
1825 Fulton Avenue
Sacramento, CA 95825
916/487-7802
Attn: Frank

Flat rate up to \$18/hr DOE, + incentive program, 2 medical insurance plans, 1 wk vacation after 1 yr, 6-7 holidays, and uniforms. Call for more information & appt or apply in person. We're looking for someone to service domestic and Japanese cars & light trucks from bumper to bumper (including smog checks) and do it right the first time. Hrs 8-5 Mon-Fri plus every 3rd or 4th Sat. Clean, 16-yr-old shop is dedicated to quality work and has a comeback rate of only 1%. Must be an honest journey-level mechanic with at least 5 yrs experience, smog license, and own tools.

TRUCK MECHANICS

A large truck fleet shop located in Stockton currently seeks qualified mechanics to do complete maintenance on gas and diesel trucks, Thermo King reefers.

Competitive wages including medical/dental benefits, paid vacation and holidays.

Call or apply in person:
1700 Northern Broadway
Stockton, California
(209) 941-9403
EOE

CAR AUDIO TECHNICIANS (2)

Al & Ed's Auto Sound
1171 North Tustin Avenue
Orange, CA 92667
714/771-1188

Attn: Phillip Goldstein / Custodian
\$275/wk draw DOE/DOQ, plus 33% commission on labor; 1 wk vacation after 1 yr, holidays and sick leave after 90 days. Call for appointment or send resume. RTJJ. Install security, audio, stereo, cellular phone & amplifier systems, and perform electronic troubleshooting (req some lifting up to 30lbs). Hrs 9-6 Mon-Fri & 9-2 Sat. Established in 1954, company now has 23 shops. Requires HS diploma, background in car audio systems installation & troubleshooting, and CDL. Must be motivated, hardworking, and enthusiastic. EOE M/F/V

ELECTRONICS REPAIR TECHNICIAN

Hi-Tech Unlimited
4777 North Blackstone
Fresno, CA 93726
209/224-4444

Attn: Front Desk
Salary DOE (paid weekly) plus medical & dental insurance, vacation, sick leave and store discounts after 90 days. Call for information and/or application and schedule interview. RTJJ. Previous work experience references required. Hi-Tech Unlimited is a computer & electronics store. Hrs 10-6 Mon-Fri. Requires varied background in electronics related to burglar alarms, multi-line telephones, IBM PC computer repair, and coin-op video games (e.g. Pacman). Minimum 3 yrs experience in electronic repair a must.

Job interviewers are looking for those with self-confidence. You can create a good impression by speaking highly of your capabilities and your desire to learn new skills.

ENGINEER / POWER TESTING TECHNICIAN

Apparatus Unlimited
8516 Fruitridge Road
Sacramento, CA 95826
916/383-4986

Attn: Mike Wolfgram / President
Salary commensurate with experience, plus medical insurance, pension, and profit sharing after 90 days. Call for appt or send resume. Test, repair & calibrate substation and power distribution systems (low/medium/high voltage). Travel required using company vehicle. FT. 7-yr-old NETA/EASA-certified shop specializes in electrical & motor generator testing & repair. Must be competent in multi AMP SR76A-CB8160 and Doble test equipment and have clean DMV printout. Hands-on & some design experience a plus. EOE

HEAVY DUTY DIESEL MECHANIC

Eagle Valley Construction
5894 Sheep Drive
Carson City, NV 89701
702/883-1244

Attn: Selinda or Corey
Negotiable salary DOE, plus medical/dental insurance after 6 mos. Call for appt or send resume. Provide shop and/or field service. Full-time, 5-6 days/wk. Firm, established 15 yrs, specializes in highway construction and street work in suburb & shopping mall areas. Must have Caterpillar diesel engine experience. Trade school exp helpful. EOE

GOLD RUSH CHEVROLET

JOURNEY-LEVEL MECHANIC

Gold Rush Chevrolet-Daihatsu
570 Grass Valley Highway
Auburn, CA 95603
916/885-0471

Attn: Vic Delius / Service Manager
Salary DOE/DOQ (flat-rate basis) plus uniforms, 1 wk vacation after 1 yr (2 wks after 2 yrs), 8 holidays, and medical/dental ins. Call for more info or apply in person. RTJJ. Looking for a qualified professional to perform heavy-duty service/repairs on Chevy cars and light trucks. Emphasis is on automatic transmissions and front-end work using the latest computerized equipment. Hrs 8-4:30 Mon-Fri (no OT/Sat hrs). Fast-growing Sierra foothills dealership has an xlni reputation and is away from big-city smog, traffic, and high living costs. Must have some dealership exp and tools. Some GM exp preferred.

JOURNEY-LEVEL MECHANICS

Capitol City Bus Repair
4235 West Capitol Avenue
West Sacramento, CA 95691
916/372-5387

Attn: Personnel
\$12-14/hr DOE, plus holidays, sick leave, dental/vision & life ins, medical ins after 90 days, and 1 wk vacation after 1 yr. Maintain and repair tour busses in the shop or on the road 5.5 days/wk, rotating schedule. Bus repair company (#1 in the nation) services & repairs well-known celebrity and gambler-special tour busses. Requires 3-4 yrs tour bus repair and/or maintenance experience, CDL, DMV printout, and own tools. Apply in person or call for more info 9-5 Mon-Fri; RTJJ. EOE

All problems become smaller when you confront them.

MAINTENANCE MECHANIC

Sunfield Foods
3750 Pelt Circle
Sacramento, CA 95838
Attn: Personnel Department

\$13/hr to start plus 10 holidays, medical/dental & life ins after 120 days and 2 wks vacation after 1 yr, sick leave available. Send resume & salary history/reqs. RTJJ. Perform preventive maintenance & repair of equipment used to manufacture health foods. Full-time, flexible day schedule (8 hrs/day, 5 days/wk); occasional overtime avail. Young, growing food processing company is located in the beautiful city of Sacramento. Requires experience in mechanical maintenance of production equipment and own tools. EOE M/F/H/V



Committed to Excellence
and Customer Service

We offer:

- ☐ Competitive salary
- ☐ Medical/dental insurance
- ☐ Sick day benefits
- ☐ Meals
- ☐ Paid vacation
- ☐ Progressive career growth

To find out more about positions available, call our 24-hr job line or apply in person with the Personnel Office.

2001 Point West Way
Sacramento, CA 95815
(916) 967-4533 ext.808

9am-12noon Mon-Thurs.

EOE

Come find out about career opportunities at the Sacramento Hilton.

Apply in person, 9am-12pm M-F.

2200 Harvard Street
Sacramento, CA 95815
(Off bus-80 & Arden Way)



JOIN...
A MANAGEMENT TEAM
THAT ALLOWS CREATIVITY
AND EXCELLENT CAREER
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HYATT HOTELS PALO ALTO

Current Opportunities include:

- Sales Manager
- Catering Convention Services Manager
- Assistant Banquet Manager

HYATT HOTELS

4290 El Camino Real
Palo Alto, CA 94306

EOE

Move Up To A Company That's On The Move!

If you think the hospitality industry is exciting... Come see us in Reno!

We're hiring for hotel, restaurant and casino positions. From housekeepers to front desk clerks, from food servers to line cooks, from 21 dealers to slot service personnel... we have a position for you.

Plan Now to Attend!
CAREER FAIR, MAY 15, 1989
We'll Hire on the Spot!

Call today for more information
Toll Free 1-800-648-4597 and ask for Human Resources

JOIN RENO'S #1 FAMILY TEAM!

Send resumes to:
Human Resources
35 East 4th Street
Reno, Nevada 89501
Excellent Benefits!
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Employer



25 Story Expansion Opening the End of May
Hiring 350 New Employees

Crankshaft Grinder Operator Machinist, General Job Shop

2 journeyman-level positions are open with an established, growing firm offering excellent wage and benefits packages.

Please submit a confidential resume if you have a minimum of 5 years experience.



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A Division of Macrometals & Alloys, Inc.

1819 23rd Street
Sacramento, CA 95816

RODEWAY INN SACRAMENTO



The Rodeway Inn has these openings for its rooms and restaurant departments.

- ♦ Desk Clerk ♦ Maids

Red Apple Restaurant:

- ♦ Food Server ♦ Cooks
- ♦ Bartender ♦ Busperson
- ♦ Dishwashers

Apply in person 10am-2pm M-F at:
Rodeway Inn
3425 Orange Grove Ave
North Highlands, CA 95660

EOE

Holiday Inn

Operated by Intgra, a large hotel and restaurant corporation is seeking an aggressive and ambitious individual with a desire to grow in our food and beverage department. We currently have positions available for:

- ♦ Asst Food & Beverage Director
- ♦ Line Level Cook
- ♦ Banquet Cook

Competitive wages & benefit package available. Send resume or apply in person to:

1350 Holiday Lane
Fairfield, CA 94533

Holiday Inn South

150-room full-service hotel on the South side of Reno (just 2 miles from the airport) has immediate openings for:

- ♦ Executive Housekeeper
- ♦ Kitchen Manager

Full benefits commensurate with exp.

If interested, please send resume to:

5851 South Virginia
Reno, NV 89502
Attn: Personnel

HAROLD'S CLUB



A member of the Fritz Group has immediate openings for the following positions in one of their three Reno locations.

If interested, please forward your resume to personnel:

Harold's Club
250 N. Virginia St.
Reno, NV 89501
or call (702) 785-3367



NEVADA CLUB
(702) 785-3387

Security Officers

Must be guest service-oriented and a team player, medical background or security experience is helpful. CPR or First Aid training preferred.

Casino Cashier

Work in main casino cage, assist customers with various transactions, possess excellent guest service, prior banking or heavy cash experience.

Change Persons

Experienced Poker Dealers

Housekeeping

"Men who do things without being told, draw the most wages."

— Edwin H. Stuart

Holiday Inn

Modesto

1612 Sisk Road, Modesto, CA 95350

A 188-room hotel located in the San Joaquin Valley wine country just 80 miles west of Yosemite National Park. We have immediate openings for:

- Front desk clerks
- Front desk shift leader
- Front desk manager
- Professional salespeople
- Catering staff
- Service personnel for banquet & restaurant

If you'd like to join an exciting team with a great future, please send your resume to the above address or call Jim between 2-4 Mon-Fri at:

(209) 521-1160

A 282-room hotel located close to Stanford University, just 35 miles from San Francisco, has immediate full and part-time openings for:

- Bell Person
- Cocktail Waiters / Waitresses
- Restaurant Waiters / Waitresses
- Maintenance People
- Night Auditor Trainee

If you enjoy working in a challenging fast-paced environment, apply today. Mon, Wed, Fri between 9-11 am and 3-4:30 pm at:

625 El Camino Real
Palo Alto, CA 94301

Holiday Inn

Palo Alto / Stanford

Ground-Floor Opportunities IN THE HOTEL INDUSTRY

by Sheryl Silver

From entry level to the executive suite seems to be a recurring theme of careers in the hotel field.

Whatever one's role or area of expertise, from accounting and housekeeping to food and beverage or convention sales, the primary method of attaining intermediate or even higher-level management and executive responsibilities begins with an entry-level role.

Says Ellen Salinger, director of Human Resources and Personnel for a Sheraton hotel location, "This is most definitely an industry where one can start at the entry level and, through excellent performance and participation in ongoing training programs, earn promotions leading to management and/or even executive-level roles."

Salinger offers a few success stories to illustrate her point. "Our current controller, for instance," says Salinger, "started his career as a night auditor as a newcomer to this country who was not even fluent in English. Today, he has direct responsibility for a budget of more than \$85 million annually, for 13 department heads and a staff of 50."

"Another staff member who started out as a housekeeper doing 16 rooms daily is now assistant director for the 150-member housekeeping department," she says.

Renee Subrin, a director of public relations for two Hilton Hotel locations concurs. "Internal promotion for top performers is more the rule than the exception in this industry. We have room service waiters whose top performance has earned them several promotions to the level of food and beverage manager of an entire location. One long-time employee who started as a housekeeper is now director of housekeeping in charge of all hiring, training, and daily supervision for a staff of 250," she points out.

Pat Sherr, a director of human resources in the Westin Hotel chain points to a diversity of internal promotions from the entry level. "I recall one employee whose first job, as a re-entering homemaker, was that of a clerk in the personnel office. Today, that same woman is a credit manager with

a 40 percent increase in salary over her entry-level job just three years ago."

"One gentleman who started in an entry-level engineer's position ended up within three years as a building superintendent with responsibility for a 416-room facility. One front office manager I know started out in the kitchen of a Marriott Hotel and another individual who started as a secretary is now a personnel manager for a nearby hotel," Sherr says.

The number and variety of entry level to management success stories recounted by those queried suggests almost limitless options for those willing to start at entry level and work diligently to gain recognition.

Adds Salinger, "We're always looking for top performers in this industry and, when we find them, we try to accelerate their progress with training programs that teach supervisory and management skills."

Charles Perret, director of personnel for the Radisson Park Terrace Hotel, explains the upward mobility phenomenon. "As new facilities open, those with experience are brought on board to manage key functions. Generally, those people vacate other roles in other facilities, leaving opportunities for the next person in line in that department to move up," he says.

Perret suggests reading the business news in your local newspaper as well as classified ads. Articles about new hotels coming to town always mean new jobs at all levels of staffing.

In fact, being alert to a new facility being built is one way to land a job before many other candidates are considered. One purchasing manager, for instance, read an article that indicated a new location of a major hotel chain would be opening in his community in six months. Figuring that the hotel would be hiring staff several weeks or months in advance of actually opening its doors, the gentleman called the hotel chain's corporate headquarters to see if he might obtain the name of the person doing the start-up hiring for the new facility. He was given a name and an indication that the person responsible would be in his community launching the hiring effort in 60 days.

Two months later, the purchasing manager sent his resume to the new facility's manager at the address he'd been given.

continued on page 17

ARE YOU GAME FOR A GREAT JOB WITH HARRAH'S?

Entry level hotel, restaurant, and gaming positions immediately available at this 5-star and 5-diamond property. Full-time year-round, part-time, or summer temporary help needed. We promote from within.

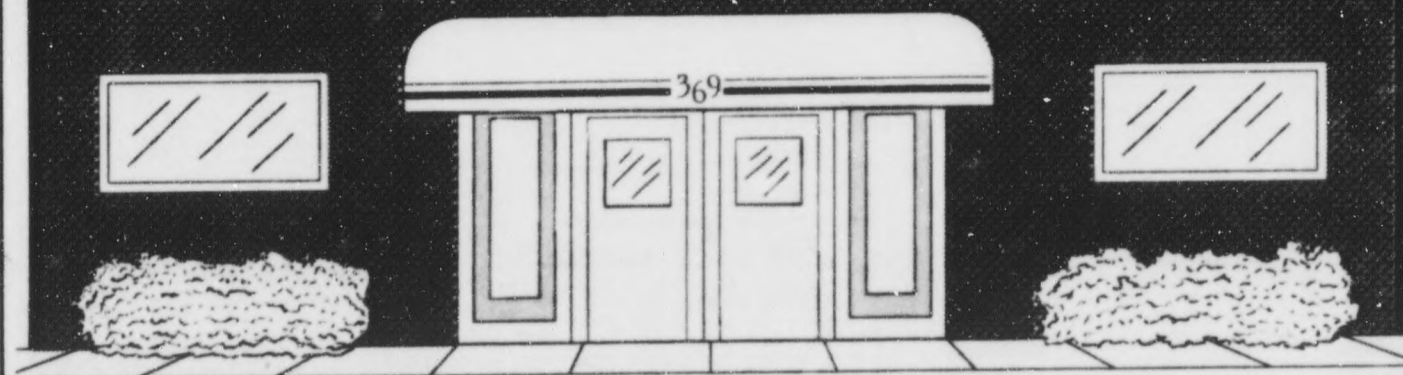
Apply in person or send resume to:

Harrah's Tahoe
P.O. Box 8
Stateline, NV 89449
(702) 588-6611



Harrah's
Lake Tahoe Resort Casino.

EOE



MACHINIST / MECHANIC

Gordon Hansen Company Limited
P.O. Box 667
Rio Vista, CA 94571
707/374-6345
Attn: Stan

Good pay DOE, plus fringe benefits. Call for more information. Work on gas and heavy-duty diesel engines on-site and in the shop. Full-time schedule to be discussed. Agricultural equipment service company requires at least 5 yrs experience rebuilding cylinder heads for all engine makes.

MAINTENANCE MECHANICS (4)

Guardian Industries Corporation
11535 East Mountain View Avenue
Kingsburg, CA 93631
209/896-6400

Attn: Personnel or Employee Relations
\$11.78/hr plus medical, prescription, dental, life & disability insurance, retirement and savings plan. Bonuses for safety, attendance & plant performance given. Apply in person or by mail: RTJJ. Applications reviewed before appt. Troubleshoot & repair industrial & electrical machines, and perform welding & fabrication in a modern float glass manufacturing plant. FT, rotating shifts. Req 5+ yrs experience in industrial maintenance and other related fields. HS diploma or equivalent a must.

MECHANIC

Speed Unlimited
3240 East Belmont
Fresno, CA 93702
209/233-0885
Attn: Ron Steel / Owner

\$8-12+/hr DOE. Varied duties include complete tear-downs, tune-ups, and brake, lube, oil & filter work. Work 50 hrs/wk (shop hrs are 8-6 Mon-Sat). Expanding Volkswagen shop requires hardworking journey-level mechanic with VW exp. Must have own tools, CDL, transportation, and insurance. Call for appt: RTJJ.

RV TECHNICIANS (2)

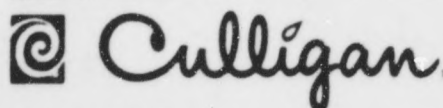
Almaden RV
1509 Almaden Expressway
San Jose, CA 95125
408/289-9442
Attn: Kathy or Don

\$9-12/hr DOE. Apply in person or call for appt: RTJJ. Duties include all phases of service & repair for all types of recreational vehicles, motor homes, campers, and trailers. Almaden RV is solely an RV service & repair shop. FT, 8-4:30 Mon-Fri. Req at least 2 yrs exp servicing RVs.

SERVICE TECHNICIAN

Commercial Mechanical Service, Inc.
629 Blair Island Road, #133
Redwood City, CA 94063
415/369-2900
Attn: Rick

\$10-16/hr DOE/DOQ, plus bonus & medical/life ins, vacation & holidays after 90 days. Call for appt or send resume. Provide customer service, repair & maintain commercial HVAC (heating, ventilation & air conditioning) and energy management systems for customers located in the greater East Bay. Hrs 8-5 Mon-Fri (occasional on-call requirements). Progressive, fast-growing 7-yr-old HVAC company offers advancement potential for the right person. Requires minimum 3 yrs HVAC repair experience and good mechanical abilities. Must be dependable & reliable.

**WATER CONDITIONING TECHNICIAN / SERVICEPERSON**

Culligan Water Conditioning Inc.
P.O. Box 8325
Stockton, CA 95208
209/466-2501
Attn: Cole Hackley / Manager

\$8.75+/hr DOE, + commission on sales, vacation, holidays, sick leave, and medical/dental, life & vision coverage; uniforms provided. Repair drinking water systems (filters & solution feeders), and install residential & commercial systems. Company provides vehicle & tools. Hrs 8-5 Mon-Fri. Locally owned company has been serving the San Joaquin Valley since 1946. Requires 2 yrs drinking water system repair experience, installation knowledge, CDL, and DMV printout. Candidates will be subject to drug screening. Call collect for appointment.

RN LVN

NURSING POSITIONS AVAILABLE
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Full-time, part-time and per diem available on all shifts. 12-hour shift available for ICU, CCU & Med Surg.

Competitive Salary - Excellent Benefits.
Current Calif license required.

Colusa Hospital
199 East Webster
Colusa, CA 95932
(916)458-5821

Contact DON or Personnel

EOE

**Medicine/
Health Care****ANIMAL HEALTH TECHNICIAN**

Bradshaw Veterinary Clinic
9609 Bradshaw Road
Elk Grove, CA 95624
916/685-2494

Attn: Amy

Salary commensurate with experience, plus excellent benefits. Seeking a full-charge technician who is able to take radiographs, insert IV catheters, do blood work, and perform other duties. Full-time, flexible hrs include evenings & weekends. Busy 7-veterinarian practice is located in a growing community. Must have good interpersonal skills and work well with a large staff. Experience preferred. Call for appointment or send resume. EOE

CHILDCARE COUNSELOR

St. Martin's Group Home
P.O. Box 177
Suisun City, CA 94585
707/422-9921

Attn: Director of Group Homes

Salary DOE/DOQ. Call for appointment or send resume. Supervise the activities of emotionally disturbed children, ages 5-11. Ongoing training provided. Swing shift. Residential treatment program for children requires exp working with an emotionally disturbed population and/or college coursework in behavioral sciences; and clean DMV record. Must be over 21 yrs of age. EOE

CNAs / NAs (on-call)

Heritage Convalescent Hospital
5255 Hemlock Street
Sacramento, CA 95841
916/331-4590

Attn: Director of Nursing

Salary to be discussed, plus good benefits package. Call for appt or apply in person. Provide general patient care and ensure that quality service is given to all patients. On-call positions, all shifts. 99-bed skilled nursing facility, part of Sierra Medical Enterprises, is located by American River College. Great potential for advancement in our large corporation. No experience necessary. Certification provided in-house. NURSING ASSISTANT CERTIFICATION COURSE FOR NAs NOT YET CERTIFIED AVAILABLE

OPTOMETRISTS

Must be California licensed.
Don't be a small cog in a huge organization. Our doctors receive personal attention, and enjoy high status and professionalism.

Superb opportunity for future ownership of a well established high-gross office.

If you are not earning or maximizing your full potential, send resume to:

CJJ Dept 347
P.O. Box JOBS
Sacramento, CA 95841

Director of Pharmacy

Director of Pharmacy needed for small town hospital. Ideal opportunity for someone looking for less stressful life in a resort area. Unlimited outdoor activities, good schools and a nice place to raise a family. Chester is located at the north end of Lake Almanor and south of Mt Lassen.

- \$42,000 - 46,000 annually
- Competitive benefit package
- Relocation expenses

Requires current CA license, and prefer hospital experience.

Qualified candidates contact:

Seneca District Hospital
Claire Kuykoff, Administrator
P.O. Box 737, E. Chester, CA 96020
(916) 258-2151

COUNSELORS (3)

Savage & Taylor Associates
900 5th Avenue, Suite 202
San Rafael, CA 94901
415/454-5903

Attn: Pat or Darrell

\$12,500-17,000/yr DOE/DOQ. Xint bft pkg available immediately upon hire. Call for appt & info or send resume. RTJJ. Train developmentally disabled adults for innovative Marin County agency providing specialized residential & day services. Work in home & community setting to facilitate daily living activities including recreation, domestic management, and community integration. FT & PT positions avail w/ flexible scheduling, shift work, and/or overnight stays. Must be responsible, reliable & enthusiastic. 1+ yrs exp with developmentally disabled population and CDL preferred. Ongoing training provided.

DIRECTOR OF DIETARY SERVICES

Red Bud Community Hospital
P.O. Box 6720
Clearlake, CA 95422
707/994-6486 x129

Attn: Margaret Ward / Personnel Department

Salary DOE, plus excellent benefits including vacation, holidays, sick leave, and medical, dental, vision & life insurance. Supervise 10+ staff members in hospital food service. Prepare menus, manage budgets, and arrange personnel schedules. Full-time day shift Mon-Fri; hrs to be arranged. 40-bed acute care hospital is near a beautiful Northern CA recreational area offering waterskiing, fishing & boating. Requires state registration, clinical hospital & food service experience, and skilled managerial abilities. Call for appt or send resume. EOE

A good supervisor can make
all tasks seem meaningful.

EMTs / PARAMEDICS

Sacramento Ambulance Service, Inc.
P.O. Box 161238
Sacramento, CA 95816
916/457-9862
Attn: Kevin Grant

Salary based on experience, plus medical ins, vacation, holidays, and sick leave. Operate vehicle and provide patient care. Full or part-time available; hrs/days to be discussed at interview. Emergency & non-emergency transport provider with 911 contract covers downtown area & West Sacramento. Must have paramedic certification, ACLS, ambulance driver certificate, and an excellent driving record. Send resume. EOE

PSYCHIATRIST

Immediate Opening
(8-16 hours per week)

Harbor Hills, an adult populated, locked psychiatric facility with active treatment program and supportive professional staff has an immediate opening for a psychiatrist. Billing Asst possible.

Send resume or call:

Dick Knowles, Administrator

HARBOR HILLS
1171 7th Ave, Santa Cruz, CA 95062
(408) 476-1700

RN / LVN - Geriatric Care

Masonic Home for Adults offers a congenial & elegant work environment. Expansion of our SNF (120-bed addition) is in the final stages of completion. We are now recruiting for additional nursing staff. Upon completion, the home will have a 287-bed facility with various opportunities and openings for dedicated health care team members. Future plans include sub-acute and rehabilitation units.

FT openings for floor charge nurses now exist.

RNs / LVNs

- Shift differential for PM & night shifts
- 10 day orientation program and flexible schedules for PT
- Attractive benefits package to eligible employees includes:

Medical Life (after 90 days)
Dental Vision
10 days vacation (after one year)
10 days sick leave

- Credit Union & tax annuity program
- Financial assistance provided to licensed staff for continuing education coursework.
- We are receptive to salary negotiations based on experience.

For immediate interview call:

(415) 471-3434 ext. 219, 242

Apply at

Masonic Home for Adults
Personnel Department
34400 Mission Blvd.
Union City, CA 94587

EOE

**DEL NORTE AMBULANCE****EMT II / PARAMEDICS (2)**

Del Norte Ambulance
P.O. Box 306
Crescent City, CA 95531
707/464-9587

Attn: Ron Sandler

Salary to be discussed, + uniform & relocation allowance, paid vacation, medical ins, health club, and certification reimbursement plan after 1 yr. Respond to medical emergencies. Volume is approx 4-5 calls/day, from convalescent transfers to critical incidents. Full-time (2 scheduling processes discussed at interview). Sole Del Norte County ambulance & ALS provider is located in an area offering many outdoor activities. Requires EMT II. Those needing to cross-certify into our county must show current training, test, and pass a trauma code simulation. Call for info/send resume.

HEALTH TECHNICIAN III

County of Nevada
Eric Rood Administration Center
950 Maid Avenue
Nevada City, CA 95959
916/265-1225

Attn: Personnel Office

\$1356-1648/mo. Conduct interviews with people requesting public program assistance; interpret health regulations & other related material reviews; assist public by explaining health procedures, rules & regulations. 40 hrs/wk. Requires knowledge of basic principles of medical terminology; 40 wpm typing; 3 yrs (FT) general clerical, data entry & processing; and interviewing & determination experience. 1 yr accounting experience in a health-related field is highly desirable. Submit official application (available at personnel office); file by 4pm 4/14/EOE

HOME HEALTH NURSE (part-time)

Solano County
580 Texas Street
Fairfield, CA 94533
707/429-6321

Attn: Personnel Department

Competitive salary. Call for more information or apply in person. County health department has a part-time RN position available in patient/family education and direct patient care. Requires 1 yr of recent nursing experience in a home health or acute care clinical setting involved in patient/family care and direct patient care. AA/EOE

**HEALTH UNIT CLERK**

San Joaquin Delta College
Personnel Office - Admin Bldg, Room 202
5151 Pacific Avenue
Stockton, CA 95207
209/474-5059
Attn: Personnel

Competitive salary plus excellent benefits. Provide first aid and emergency care services and assist disabled students. 40 hrs/wk Mon-Fri. College serves approximately 20,000 students. Requires education & experience equivalent to completion of an accredited medical assistant or EMT program, certification of first aid & CPR, 45 wpm typing, and clerical skills. Call for application or stop by. Submit all app materials including certificates and Delta College app form by 4/14/89 AA/EOE

If you work in an organization that consistently resists suggestions for improvements, maybe the time has come to seek employment elsewhere. In a hotly competitive and fast-changing business world, such an employer may not offer you the best opportunity for career growth.

LVN (on-call)

LaSalette Convalescent Hospital
537 East Fulton Street
Stockton, CA 95204
209/466-2066

Attn: Director of Nursing

Per diem salary DOE. Call for appointment. Join a professional, supportive, friendly nursing team at this 122-bed SNF. Administer treatments and provide quality patient care. On-call positions; all shifts available. Requires Calif LVN license. New graduates are welcome! EOE

The California Medical Facility in Vacaville currently has positions for:

X-RAY TECHNICIAN

Minimum Qualifications: Possession of CRT (Applicants who are in the process of securing such certificate(s) will be admitted to the examination but must possess such certificate(s) before they will be considered eligible for appointment.)

Salary: Range A: \$1824 - \$2177 plus excellent State benefits package.

CLINICAL LABORATORY TECHNOLOGIST

Minimum Qualifications: Possession of a Clinical Laboratory Technologist's license or a similar license of equal or higher level issued by the State Department of Health Services. (Applicants who do not possess the required license will be admitted to the examination but must secure the license before they will be considered eligible for appointment.)

Salary: Range A: \$2384 - \$2740 plus excellent State benefits package.

Those interested may submit a Standard State Application, form 678 or resume to the California Medical Facility, P.O. Box 2000, Vacaville, CA 95696-2000. Attention: Delegated Testing, postmarked by April 21, 1989. For further information, contact Karen at (707) 449-6532 ext. 2793.



CMF is an Equal Opportunity Employer. Minorities, Females, Handicapped, Veterans encouraged to apply.

Help Us Make a Difference!

The State of California Department of Corrections offers challenging career opportunities & outstanding benefits. We currently have openings for the following positions:

- Staff Psychiatrists
- Physicians / Surgeons
- Clinical Psychologists

For employment information call today:
(916) 739-2982

Registered Nurses

Earn \$2391 - 3092/mo

(Includes \$200/mo recruitment retention bonus)

LVNs/RNs

Become a Medical Technical Assistant

Earn \$2336-2810/mo

- LVN or RN license or 1 yr exp as a corpsman with proof of admission to LVN exam.
- High school diploma or GED
- US Citizenship
- 21 years of age. No age maximum.
- Excellent physical condition
- Normal hearing and vision
- No felony convictions or illicit drug usage

For employment information call today:

(800) 622-WORK





MEDICAL EMPLOYMENT SPECIALIST

California Job Journal
2535 Capitol Oaks Drive, Suite 100
Sacramento, CA 95833
916/925-0800
Attn: Human Resources Director
\$1200/mo base + xint commission (1st-yr earnings to \$30,000) and pd medical/dental ins, vacation, holidays, and sick leave. Send resume & salary history. Train to help hospitals w/hiring needs; call on new/existing medical industry clients in this inside sales position (telemarketing). Hrs 8-5 Mon-Fri. Largest independent recruitment advertising publication has new offices. Req exp in a hospital or doctor's office environment or other medical field, and knowledge of medical terminology. Sales experience a plus. Must be a bright, competitive person with strong people skills and good math, grammar & spelling. EOE H

MEDICAL TECHNOLOGIST

Fairfield Diagnostic Lab
1234 Empire Street
Fairfield, CA 94533
707/426-3911 x330
Attn: Marjorie Reed / Lab Supervisor
Competitive hourly wage plus full benefits. Call for more information or send resume. Use automated equipment and apply your skills in all phases of lab work: RIA, hematology, microbiology, and chemistry. Hrs 1-10pm Mon-Fri. Growing HMO has 30 FT physicians. Must be CA licensed with at least 6 yrs experience and abilities in above areas. Some computer exp helpful. EOE

NURSE PRACTITIONER II (part-time)

Solano County
580 Texas Street
Fairfield, CA 94533
707/429-6321
Attn: Personnel Department
Competitive salary. County health department seeks an RN to practice as a Family/OB/GYN nurse practitioner. Part-time position requires RN license. Family/OB/GYN nurse practitioner certification, and 1 yr recent clinical experience in an OB/GYN/family planning environment. Call for more information or apply in person; continuous filing until filled. AA/EOE

**SOCIAL WORKER
Masters Degree**

(American Indian Culture, Black Culture, Japanese Language & Culture, Mexican/Spanish Language & Culture, Vietnamese Language & Culture)

Graduation from an accredited college or university with a master's degree in social work, or a Master's degree in a program that meets the educational req necessary to satisfy the min education for marriage, family & child counselor license issued by the CA Dept of Consumer Affairs, Board of Behavioral Science Examiners. To demonstrate that educational requirements have been met as indicated above for the MFCC.

Salary: \$2425-2948/mo
File app no later than 5:00pm 4/14/89

All applicants must attach proof of graduation. Applicants who graduate by August 31, 1989, will be invited to the exam. Failure to submit proof of educational req by Sept 30, 1989, will result in disqualification from appointment or removal from eligible list. Successful candidates cannot be certified to the Dept until proof of graduation is submitted to the County Employment Office.

Contact:
Sacramento County Employment Office
710 J St, Sacramento, CA 95814
Telephone (916) 440-5593

Mule Creek State Prison, Ione, will be holding open examinations for:

Physician & Surgeon
\$4713 - 5192 / month

Pharmacist I
\$3507 - 3633 / month

Registered Nurse II
\$2191 - 2634 / month

Contact your nearest CA Correctional facility for application & complete job announcement. Completed applications should be mailed to:

Mule Creek State Prison
Delegated Testing
P.O. Box 409099, Ione, CA 95640
Final Filing Date: 4/20/89

Anticipated interview date May/June 1989. Only individuals lawfully authorized to work in the United States will be hired.

AA / EEO

Transcriptions, Ltd.

MEDICAL TRANSCRIPTIONIST

Transcriptions, Ltd.
Hayward, CA 94541
415/537-4311
Attn: Drinda
Evening/weekend differential; adjustment period guarantee. Full benefits. Call for immediate consideration. Make your move into the future. National company seeking experienced transcriptionists to transcribe medical records in our beautiful, new, East Bay offices. Income to \$40,000+/yr for high-quality/quantity production. Full & part-time positions. MUST HAVE MINIMUM 2 YRS ACUTE CARE HOSPITAL MEDICAL RECORDS TRANSCRIPTION EXPERIENCE. WORD PROCESSOR PREFERRED.

Transcriptions, Ltd.

MEDICAL TRANSCRIPTIONIST

Transcriptions, Ltd.
Hayward, CA 94541
415/537-4311
Attn: Drinda
Excellent income potential. Call for immediate consideration. If you are tired of the commute, need to be at home, or just want to be your own boss, here is your chance. Need very skilled transcriptionists who are highly motivated self-starters to transcribe medical reports at home. We pick up & deliver to your door. Full-time or part-time position. REQUIRES MINIMUM 3 YRS ACUTE CARE HOSPITAL MEDICAL TRANSCRIPTION EXPERIENCE. ALL SPECIALTIES.

HORIZON HEALTHCARE CORPORATION

RN / LPN

Wishing to complement an exciting career in long-term healthcare with rural, scenic beauty? We are located in historic Carson City only minutes away from Lake Tahoe and its unlimited year-round recreation.

Currently hiring enthusiastic, motivated professionals experienced in delivering the highest in quality care. Flexible scheduling with night and weekend differential paid. RNs up to \$13/hr; LPNs up to \$8.75/hr. Nevada has no state income tax, leaving you more of what you earned. You'll find our benefit package exceptional: up to 34 days PTO, medical and dental, childcare assistance and up to \$2000 sign-on bonus are just a few examples.

Join our enthusiastic "family" of staff and share in our success.

Contact: DON/Nurse Recruiter
Sierra Convalescent Center
201 Koontz Lane
Carson City, Nevada 89701
(702) 883-3622

EOE

PHYSICAL THERAPIST

Fairfield Physical Therapy Center
1930 Pennsylvania Avenue
Fairfield, CA 94533
707/429-5423
Attn: Geraldine Morrison / Owner
Salary DOE, plus cafeteria plan withholding benefits (medical/dental, vision & life), vacation, holidays, sick leave, 401K profit sharing, and cash production bonuses. Administer physical therapy and treat patients; responsible for evaluation & treatment planning. Full-time Mon-Fri. Join a growing physical therapy and sports medicine clinic with 3 central Solano County locations. Must graduate from an approved school and hold a valid CA physical therapy license. Call for more information or send resume. EOE

RN / LVN

PM shift. Full-time, immediate opening, supervisory position.

Apply in person

3630 Mission Avenue
Carmichael, CA

Or call

(916) 488-1580



Sutter Oaks Nursing
Center — Carmichael

EOE

Sutter Health Affiliate

Medical Technologists

SmithKline Bio-Science Laboratories is currently seeking full & part-time CA licensed Technologists to work in the Toxicology Department of our Burlingame or Dublin facilities. The ideal candidate will have previous experience in Toxicology, with Gas Chromatography and TLC experience desirable. Must be able to work weekends and nights.

We offer a competitive salary and an excellent benefits package.

SmithKline Bio-Science
Laboratories
6511 Golden Gate Dr.
Dublin, CA 94568
(800) 228-3008
Attn: Personnel

EOE/M/F/H/V



**EARN AN EXTRA \$1100
FOR STAYING UP LATE.**

We know it's not easy to be a Night Nurse. Here at Brookside Hospital, we would just like to say thanks by giving away \$1100 to Registered Night Nurses who join our team. You'll IMMEDIATELY receive \$200 upon acceptance, then \$400 after just 90 days and another \$500 after one year of service, giving you a total \$1100.

The \$1100 opportunities are:

Delivery Charge Nurse: Full-time position requiring 2 years experience in Labor and Delivery/Postpartum. Charge nurse experience is preferred.

Staff R.N. Delivery: Two positions available. Prefer at least 1-2 years experience in Labor and Delivery/Postpartum. Shifts available are 32 and 40 hours per week.

Emergency Room Nurse: Two positions available. Requires a valid CA license, ACLS and one year of E.R. or Critical Care experience is preferred.

Medical / Acute: Part-time and Call-in.

CCU / ICU: Full-time and part-time. Requires ACLS or eligible CCU certification. One year Critical Care experience preferred.

Medical / Surgical: Full-time and part-time.

If you would like to receive an extra \$1100 bonus on top of an excellent salary and benefits package, send your resume TODAY or apply in person at:



BROOKSIDE HOSPITAL

Take Another Look.

BROOKSIDE HOSPITAL

Human Resources Department
2000 Vale Road
San Pablo, CA 94806
(415) 235-7006, ext 2875

We are an Equal Opportunity Employer, located along the I-80 corridor, 20 minutes south of Vallejo.

If you think you're a loser, you are.
If you think that you couldn't, you don't.
If you'd like to win, but think you can't,
I can almost assure you . . . you won't.

SUTTER DAVIS HOSPITAL,

a progressive acute care facility, is seeking the following qualified personnel to join our friendly & professional staff:

◆ RN's ◆

ICU

- ◆ Full-time/Night
- ◆ Part-time/Evening

ER

- ◆ Part-time/Evening & night

Med - Surg

- ◆ Full-time/Evening



Sutter Davis
Hospital

Contact: Elvia Garcia
(916) 757-5123

or send resume to:
P.O. Box 1617
Davis, CA 95617

Per diem positions also available. Competitive salary & excellent benefits package. Opportunities for cross-training and career development.

The Best Health Care Services Depend Upon The Best Staff

Sutter Health is one of the largest health care providers in Northern California. Sutter Sacramento, an affiliate of Sutter Health, includes 677 bed acute care facilities located in Sacramento. Additionally, we have facilities in the communities of Davis, Vallejo, Novato, Crescent City, and Los Banos.

Boundless opportunities for health care and other professionals exist at our facilities. We believe that our human resources are our opportunity . . . our guarantee . . . for the future.



Please call
1-800-544-8778

or send your resume:
3000 L Street, Suite 104
Sacramento, CA 95816

Sutter Health

EOE/AA/M/F/H

**PARAMEDICS / EMT IIs**

ETS Ambulance
11871 Industrial Court
Auburn, CA 95603
916/823-5466
Attn: Office

Competitive salary DOE, plus full benefits including medical, dental & life insurance and savings plan. Call for more information. Respond to medical emergencies. Excellent career opportunity. Full-time, 24-hr shifts. Growing company is located in the beautiful Sierra Foothills, close to many recreational areas (skiing, hiking, Lake Tahoe). Requires paramedic/EMT II certificate. EMT IIs interested in upgrading their skills may apply. EOE

PHONE COUNSELORS (5)

Mental Health Foundation
P.O. Box 2170
Aptos, CA 95001
Attn: Asst Director

\$10+ hr DOE/DOQ. Mail resume, RTJJ. Will conduct phone counseling for clients in busy office. Coordinate and refer clients to support staff and write results of conversations for client tracking system. 50 hrs/wk with rotating days and shifts. Schedule to be decided at interview. Must hold or be eligible for a California marriage, family & child counselor's license, a licensed clinical social worker, or a PhD in psychology.

Real difficulties can be overcome; it's the imaginary ones that are usually insurmountable!

PHYSICAL THERAPIST

University of California, Davis
Cowell Student Health Center
Employment Office, TB 122
Davis, CA 95616
916/752-0531

Attn: Employment Office (Job #0347)
\$2333.33-3500/mo DOE/DOQ, plus excellent benefits. Apply in person or call (10-2 Mon-Fri) personnel office, file application no later than 4/28. Provide physical therapy services at the university student health center. 80% variable career position; furlough or reduction mid-June to mid-Sept. Hrs 8-5 or 9-6 Mon-Fri. Requires CA registration as a physical therapist and current CPR card (or obtain it within 3 mos of employment). EOE

**PHYSICIAN**

Immediate openings in the San Diego area for primary care physicians.

Excellent malpractice insurance & compensation.

Please call:

J. Hartley
(800) 356-5225

**ST. HELENA HOSPITAL HEALTH CENTER**

located in the beautiful Napa Valley, currently has FT & PT positions in the following available:

- ♦ RNs • Med/Surg • ICU
- ♦ Home Health Aides
- ♦ Cath Lab
- ♦ Adolescent Psych
- ♦ Home Health Med. Social Worker
- ♦ Pharmacist
- ♦ Cardio Technician
- ♦ Adolescent Psych
- ♦ Recreational Therapist
- ♦ Social Worker • LVNs
- ♦ Psych Techs • RNs

Send resume or call: Personnel Dept

St. Helena Hospital
650 Sanitarium Road
Deer Park, CA 94576
(707) 963-3611

PHYSICAL THERAPY ASSISTANT

Fairfield Physical Therapy Center
1930 Pennsylvania Avenue
Fairfield, CA 94533
707/429-5423

Attn: Geraldine Morrison

Competitive salary DOE. Excellent benefits including vacation, holidays, sick leave, medical/dental, vision & life insurance, cafeteria withholding benefits, cash production bonuses, and 401K profit-sharing plan. Call for appointment or send resume. Join a growing physical therapy and sports medicine clinic with 3 Central Solano County locations (Vacaville/Fairfield). Administer physical therapy and treat patients. Full-time Mon-Fri. Must be CA licensed physical therapy assistant. Only Calif. PT assistants need apply. EOE

Seniority is no longer the guarantee of job security or career advancement that it once was. In today's competitive market, it's important that you continue to grow in your job and contribute to your company's success regardless of how long you have worked there.

PM CHARGE NURSE

Community Hemodialysis Santa Rosa
3327 Chanate Road
Santa Rosa, CA 95403
707/527-5350

Attn: Office

Salary DOE, plus vacation, holidays, sick leave, medical/dental & vision insurance, and retirement account. Call (10-2) for more information. Responsible for the care & treatment of 25 patients, with technical staff. Reuse with renal, cobe machines. Full-time, 1-11pm (10-hr shifts). Clinic has a 3:1 patient-staff ratio. Calif RN license required. Ability to perform acute dialysis a plus.

REHABILITATION NURSE

Crawford Health & Rehabilitation Services
10411 Old Placerville Road, Suite 200
Sacramento, CA 95827
Attn: Branch Manager

Competitive salary plus excellent benefit package and company car. Send resume, no phone calls. National rehabilitation consulting firm seeks an RN to work with doctors, employers, and patients in the medical & vocational rehabilitation of disabled adults in the private rehab sector. Full-time. Requires RN license, minimum 3 yrs general nursing experience including orthopedics, occupational health, auditing & utilization review, excellent written & verbal communication skills. Insurance rehab knowledge helpful. EOE

RESPIRATORY THERAPIST (part-time)

Seneca District Hospital
P.O. Box 737
Chester, CA 96020
916/258-2151

Attn: Lee Cargile / Supervisor

Salary commensurate with experience plus excellent benefits. Call or write for more information. Provide all modes of respiratory therapy as ordered by physicians. PT: 60 hrs per pay period plus on-call time (10-hr day shift). Rural, 26-bed acute care facility is located in a beautiful mountainous area close to both winter & summer recreation areas. Requires CA respiratory care practitioner certification. EOE

RN / LVN

Red Bud Community Hospital
P.O. Box 6720
Clearlake, CA 95422
707/994-6486 x129

Attn: Margaret Ward / Personnel

Salary DOE, plus excellent benefits including vacation, holidays, sick leave, and medical, dental, life & vision insurance. Call for appt. 40-bed acute care facility, located in a beautiful Northern CA recreational area offering water-skiing, boating & fishing is seeking Med/Surg and OB nurses. Responsible for treating and providing quality care. Full & part-time, all shifts available. Req Calif RN/LVN license. New Grads Welcome! EOE

RN / LVN

Mendocino Coast District Hospital
700 River Drive
Fort Bragg, CA 95437
707/961-1234 x289

Attn: Personnel Department

Competitive salaries plus excellent benefits. Call for information. Nursing positions available in OR, labor & delivery, med/surg, and ICU/CCU. Full & part-time positions available; varied shifts. Join our friendly, supportive nursing team at this 54-bed acute care unit, located on the beautiful Mendocino Coast. Must have a Calif RN or LVN license. EOE

RNs (part-time & on-call)

LaSalette Convalescent Hospital
537 East Fulton Street
Stockton, CA 95204
209/466-2066

Attn: Director of Nursing

\$13/hr (with benefits), \$14/hr (per diem). Benefits include vacation, holidays, and medical/dental insurance. Call for appt. Join the friendly nursing staff at our 122-bed SNF in the San Joaquin Valley. Looking for caring individuals to provide quality patient care. Part-time & on-call (all shifts available) and PT permanent positions (every other weekend). Requires Calif RN license. New graduates welcome! EOE

SOCIAL WORKER

Serendipity
6441 Matheny Way
Citrus Heights, CA 95621
916/726-1955

Attn: James Dieckman / Clinical Svcs Chief
Salary DOE/DOQ, plus medical/dental insurance. Send resume. Responsible for providing individual & group therapy, case management, and staff training/consultation. Full-time flexible hrs. JCAH-accredited residential treatment center serves severely emotionally disturbed adolescents. Requires LCSW (licensed clinical social worker) or MFCC (marriage, family & child counselor) license or eligibility. Residential experience preferred. EOE

RN / LVN

Private 106-bed SNF, located in scenic Paradise, CA, seeks qualified licensed nurses to join their friendly staff.

- ♦ Excellent benefits
- ♦ Paid vacation
- ♦ Incentive pay

For more information call or send resume to:

Cypress Acres Convalescent
Attn: Elaine Perron
1633 Cypress Lane, Paradise, CA 95969
(916) 877-9316



Acute care hospital located in the beautiful Sierra foothills is currently seeking the following to join our health care team:

RNs positions available in all departments

Respiratory Care Practitioner part-time & per diem

Childbirth Educator part-time

EMT II Educator full-time

Head Nurse - OR FT - Mgmt position

Material Processor per diem

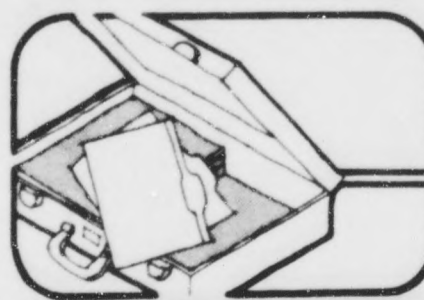
Qualified candidates please contact personnel:

Auburn Faith Community Hospital
11815 Education Street, Auburn, CA 95604
(916) 885-7201 ext 721



AUBURN FAITH COMMUNITY HOSPITAL

Equal Opportunity Employer

**Professional/Career****CHILDCARE WORKER**

Stanford Home for Children
4144 Winding Way
Sacramento, CA 95841
Attn: Office

\$950-1150/mo DOQ, plus medical & dental benefits. Send resume, RTJJ. Supervise & oversee adolescents in the home, helping to create a therapeutic environment. This challenging position offers the opportunity to make a positive difference in the lives of abused & troubled teens. We are a small residential treatment center offering strong supervision and learning opportunities. 40 hrs/wk, all shifts available. Requires BA degree in social science/psychology and CDL.

**EDITOR / WRITER**

California Job Journal
2535 Capitol Oaks Drive, Suite 100
Sacramento, CA 95833
916/925-0800

Attn: Human Resources Director

\$18,000-25,000/yr DOE + bfts. Select material for publication, gather info, obtain releases, plan editorial calendar, and communicate with writers/syndicates. Write headlines, highlights, tables of contents, proofread/edit editorial & some ad copy, and maintain production workflow. Report to exec editor and coordinate efforts with sales & production depts. FT flexible hrs Mon-Fri. See About the Job Journal (pg 3). Req bachelor's degree, strong English skills (will test), WP exp, attn to detail, and a commitment to excellence. Writing background in employment topics preferred. Send resume & salary history.

**EMPLOYMENT SPECIALIST (part-time)**

California Job Journal
2535 Capitol Oaks Drive, Suite 100
Sacramento, CA 95833
916/925-0800

Attn: Human Resources Director

\$6.92/hr plus excellent commission. Send resume & salary history. Thorough training prepares you to help employers with their hiring needs as an inside salesperson (telemarketing). Job sharing position; you and your partner will call new & existing clients in an industry specialty. Hrs 8-1 or 12-30-5 Mon-Fri. Largest independent recruitment ad publication has new offices in South Natomas. Prefer sales, personnel, or employment agency background, but will consider heavy phone exp. Looking for competitive people with a professional appearance, strong people skills, and good math, grammar & spelling. EOE H

MILLWORK BUYER

Building Material Distributors
225 Elm Avenue
Galt, CA 95632
209/745-3001

Attn: Margie Karpis / Personnel Manager

Salary negotiable DOE, plus excellent compensation program with benefits & profit sharing. Privately-owned building material wholesaler, in business 45 yrs, seeks experienced millwork product buyer (door lines). Full-time days, Mon-Fri. Must have excellent knowledge of millwork products, pricing, and negotiating with vendors. Requires 4-yr college degree or equivalent exp. CRT & 10-key exp, and excellent communication & negotiating skills. Call for appointment or send resume. EOE

**TLC S.E. INC.****PRODUCT MANAGEMENT**

TLC S.E. Inc.
3034 Scott Boulevard
Santa Clara, CA 95054
408/986-8300

Attn: Laurie Masters / Operations Manager
Salary DOE, plus medical/dental, vision & life ins, vacation, holidays, and sick leave. Send resume, RTJJ. Position in the marketing dept responsible for press releases, advertising, creating product literature, and securing new business with vendors. Prefer FT (PT acceptable); hrs to be discussed. Computer power specialist/distributorship has been in business 7 yrs and is currently expanding throughout the western states. Experience in sales or marketing helpful but not required. Basic electrical/electronics knowledge and AC theory a plus. EOE M/F/H/V

"Measuring your success by the standards of others doesn't work... every time you catch up with the Joneses, they refinance."
- Harvey Mackay

SOCIAL WORKER

Oakendell
P.O. Box 1144
San Andreas, CA 95249
209/754-1249

Attn: Carol or Steve Mertens / Directors
\$20,000-30,000/yr DOE/DOQ, plus vacation, holidays & sick leave; medical & life ins avail. Call for appointment. Provide individual & group therapy for court-placed boys, ages 13-18. Other duties include providing family therapy and program input, and writing reports. 40 hrs/wk. Resident care group home with on-site school emancipation program is 9 yrs old and located on 124 acres in the Sierra foothills. MSW required. MFCC and/or LCSW preferred (supervision toward these licenses available). Resident care experience a plus. EOE

SOCIAL WORKER IV

Stanislaus County
1100 H Street
Modesto, CA 95354
209/525-6341

Attn: Personnel Department

\$13.49-16.39/hr plus excellent benefits. Continuous recruitment. Incumbents perform professional casework in the most difficult social services areas, such as child welfare and adoptions. Full-time. MSW or master's degree from a 2-yr counseling program required. AA/EOE

GRAPHIC ARTIST

\$6.00-10.00/hour depending on experience.

Design ad layouts using Pagemaker on PC 286/386 equipment. Assist with layout, paste-up, and pre-press production in five-person dept.

Part-time: 1-7pm Tuesday through Friday and 8am-2pm Saturday. May become full-time.

Join the largest and fastest-growing employment newspaper in the country, with attractive new offices in South Natomas.

Desktop publishing experience and reliable transportation a must. Pagemaker experience preferred. Requires technical production skills and great attention to detail. 40-50 wpm typing and publication design background preferred. Graphic art camera room experience helpful.

Apply in writing with complete work and salary history to:

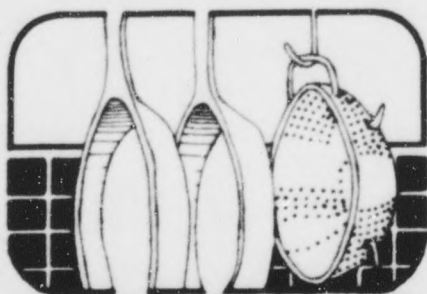
Human Resources
2535 Capitol Oaks Drive, Suite 100
Sacramento, CA 95833



TRAVEL AGENT

Greenhaven Travel
257 Florin Road
Sacramento, CA 95831
916/392-5080
Attn: Office Manager

Negotiable salary plus 2 wks vacation, 8 holidays, and medical insurance contribution. Call for more information only. Book airline & hotel reservations and automobile rentals for commercial accounts. Hrs 9-5:30 Mon-Fri. Rapidly expanding commercial & leisure travel agency has been in the same location for 15 yrs. Requires 2 yrs commercial travel agent experience or exp as an airline reservationist. Must be self-motivated, very personable, and people-oriented. Non-smoking office. PARS exp a plus. EOE



Restaurant/Hospitality



ASSISTANT MANAGER

Wendy's Old Fashioned Hamburgers
P.O. Box 1843
Vacaville, CA 95696
Attn: Gaile

Competitive salary DOE/DOQ. + bonuses, vacation, and medical/dental insurance, paid training period provided. Responsibilities include supervising crew and running shifts; will eventually move into handling inventory control & scheduling. EXCEPTIONAL ADVANCEMENT POTENTIAL. Positions also available in ANTIPOCH, MARTINEZ, CORDELIA & PINOLE. 50-hr workweek. Rapidly expanding company (started first store 6/87 and expanded to 5 stores by 11/88) seeks individuals to join a great, energetic group. Restaurant/food service experience and ability to relocate a plus. Send resume. EOE

BARTENDER (seasonal)

Lakeshore Resort
Bucks Lake Road / P.O. Box 266
Quincy, CA 95971
916/283-2333
Attn: Doug or Terrie

Minimum wage to start (negotiable DOE) + tips. Duties include outdoor bartending (specializing in tropical drinks), maintaining the bar area, and minimal public relations. 40 flexible hrs/wk, 5 days including weekends. Small, family-owned resort (established in the 1930s) includes cabins and a restaurant & bar. Located 17 miles west of Quincy. Will provide accommodations for an out-of-town worker. Bartending experience required. Some training provided. Send resume; RTJJ. EOE

ASSISTANT DIRECTOR OF PUBLIC INFORMATION / DIRECTOR OF NEWS SERVICES UNIVERSITY OF CALIFORNIA SANTA CRUZ

Requires energetic and creative person to oversee 12 to 15-person campus news & publications operation and to help develop a comprehensive communications program. Requires exp in print or electronic news media, managing a team of writers or publications professionals and thorough knowledge of national print & electronic news media. Requires Supplemental Application.

Contact Personnel (408) 429-2011 for complete job description & supplemental application. Refer to job #08-03-14. Starting salary: \$37,300 - 46,600 annually (range midpoint) commensurate with qualifications & exp. Applications/resumes and supplemental application must be received by 4/28/89 at the:

UCSC Personnel Office
105 Communications Bldg
Santa Cruz, CA 95064
AA / EOE

CAMPGROUND MANAGEMENT COUPLE (seasonal)

Putah Creek Resort
7600 Knoxville Road
Napa, CA 94558
707/966-2116
Attn: Shirley Cole

\$4.50/hr each plus 2bdrm/2bath mobile home. Call for appointment. Manage overall campground operations; handle public relations, collect & balance cash at gate, and help ensure grounds are in proper operating condition for summer by assisting maintenance with initial preparations. Full-time flexible hrs, 5 days/week. 30-yr-old resort on Lake Berryessa has numerous facilities. Must be responsible honest adults with CDL. EOE

CREWMEMBER

Kentucky Fried Chicken
400 West 11th Street
Tracy, CA 95376
Attn: Manager

\$4.25/hr and up depending on shift & experience. Apply in person. Serve customers and perform clean-up duties. FT or PT flexible hrs. DAY & NIGHT SHIFTS AVAILABLE. Company has a friendly staff, a great working environment, and advancement opportunities. Must be friendly, polite & reliable. No experience necessary; will train. Seniors, students, and housewives encouraged to apply!



TACO BELL

CREWMEMBER

Cordelia Taco Bell
4401 Central Place
Suisun City, CA 94585
Attn: Manager

\$4.25/hr to start. Apply in person. Duties include food preparation and serving & conversing with customers. We now have positions available to train for our summer business. If you are looking for a PT or FT job for the summer, consider applying at Taco Bell now to ensure your summer employment. Flexible day or night shifts. Our store is located at Cordelia Junction (off I-80). Must be motivated, energetic, personable, and enjoy working with the public in a team atmosphere. No experience necessary.

When constructing a resume, remember that it should be a focused summary of your qualifications for the particular position you're seeking.

CREWPERSON

McDonald's Hamburgers
2400 Sunrise Boulevard (at Zinfandel)
Rancho Cordova, CA 95670
Attn: Carl / Manager

\$4.25 + /hr DOE, plus half-price meals. Apply in person between 2-6pm Mon-Fri. Prepare food, cashier, and operate drive-thru window. Seeking closing personnel for late evening shift. Flexible full & part-time hrs to fit your schedule. Housewives & senior citizens encouraged to apply. EEO Employer M/F/H/V

QUALITY ASSURANCE SPECIALIST

California & Nevada

GS-9 \$23,846 per annum
GS-11 \$28,852 per annum

Q.A. SPECIALIST GS-9/11
(Aerospace, Electronics, Mechanical)
KSSE-87-01

Q.A. SPECIALIST GS-9/11
(Chemicals)
KSSE-87-02

Q.A. SPECIALIST GS-9/11
(Computer Software)
KSSE-87-03

Duties require analytical ability, knowledge and application of quality assurance principles and techniques, and knowledge of pertinent product characteristics and associated manufacturing processes and techniques. Ask for application packets:

DEFENSE CONTRACT ADMINISTRATIVE SERVICES

Attn: Peggy Leatherman
Examining Branch/KSX
Post Office Box 45042
222 North Sepulveda Blvd.
El Segundo, CA 90245-4320
(213) 335-3198

Equal Opportunity Employer

Hotels Offer Ground-Floor Opportunities

continued from page 13

He followed up with a phone call and was interviewed and hired as the hotel's purchasing manager before other candidates in the community were even interviewed.

Perret also urges job seekers to watch classified ads for position vacancies. Other human resource executives also encourage dropping in for interviews. If you use the drop-in method, however, it's suggested that you assume you'll be seen and prepare by dressing professionally. An immaculate, professional appearance is one aspect of the candidate profile factored into hiring at the entry level.

Also important is an outgoing, positive personality. "This is a highly competitive customer service industry," explains Perret. "When new hotels are built in an area, it means new jobs but also enhanced competition among existing hotels for patrons. One of the key ways any hotel can distinguish itself is in the quality of service it provides its guests. When hiring, we look for people who really enjoy serving others, patience, diplomacy, and a smile in the face of adversity are also traits hotel human resource executives mention as essential in all customer contact roles. Helping the out-of-town traveler feel at home in his or her new environment is a priority. Those able to maintain such a focus even when guests seem demanding or impatient are particularly well-suited to the industry, explains one personnel director.

In addition to some of the more visible roles with which you may be familiar, such as front desk clerk, concierge, and housekeeping or room service staff, opportunities exist in some of the back-office functions as well. Opportunities exist in accounting, secretarial, and in some large facilities, in computer and data processing-related roles.

Perret suggests that larger facilities are more likely to hire novices and provide training programs. Smaller hotels have fewer staff members available for training newcomers, and so tend to hire those with a bit more experience.

Opportunities in the convention & banquet management and sales areas can also be particularly challenging and lucrative. An entry-level sales role might initially involve doing daily presentations to travel agents in a local or regional area. With proven success, one may then be asked to special-

ize in the transient market which might include local businesses near the hotel which refer out-of-town clients or staff.

One of the more lucrative sales roles involves the association market where one sells blocks of rooms for conventions and trade shows. These positions tend to offer a base

salary plus incentives based on performance.

As with other hotel careers, promotion from within is the more likely path for landing an entry-level sales job. Although someone with proven sales success from another industry might succeed in transferring his or her skills into the hotel arena, more frequently the opportunity goes to someone who has learned the hotel business from the bottom up.

Says Pat Sherr, "I've seen people who succeeded in sales start out as reservations or front desk clerks, or sales secretaries. I know of one national sales manager who began his career as a clerk in the hotel purchasing office."

Sheryl Silver, a columnist syndicated in Japan and the United States, is a job recruitment and career planning specialist based in Los Angeles.

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FOOD PREP COOK / COUNTER CLERK (2)

Carmel Valley Racquet Club
27300 San Carlos Road
Carmel Valley, CA 93923
408/624-7613

Attn: Dionis Burke / Cafe Manager
\$5/hr plus free club membership for full-time employees and medical/dental insurance. Call for appt; RTJJ. Prepare & cook a variety of foods, operate cash register, and perform various counter duties for large private health club. Full & part-time flexible shifts (based on need). Must be courteous, polite & reliable. Restaurant & cooking experience preferred. EOE

HOSTESS / HOST (4)

Backstage Cafe Japanese Singing Bar
151 South Murphy
Sunnyvale, CA 94086
408/738-0392

Attn: Kaz Nakayama / Vice President
\$8/hr plus tips; medical & dental ins after 3 mos. Call for appt; RTJJ. Greet customers and seat patrons in bar. Hrs 7pm-2am Mon-Sat, plus overtime when needed. Exciting new bar (opened Feb 16) in the Japanese traditional style features music and friendly atmosphere. Must be dependable & sociable. No experience necessary; will train. Japanese-speaking a plus! College students are encouraged to apply. EOE

HOST / HOSTESS

Cash 'n Cleaver
9584 Micron Avenue
Sacramento, CA 95827
Attn: Manager

\$4.25/hr and up DOE. Apply in person (2-4 Mon-Thurs); no phone calls please. Take reservations over the phone; greet & seat guests; and keep guests fully informed & happy. Flexible restaurant hrs. Corporate-owned establishment of 23 restaurants specializes in steaks. Position is at Highway 50 & Bradshaw. Requires good communication skills; must be enthusiastic, reliable, flexible, and friendly. AA/EOE

LINE COOK

Chevy's Mexican Restaurant
1367 Garden Highway
Sacramento, CA 95833
916/649-0390
Attn: Manager

\$4.25-5.25/hr DOE, plus medical/dental & life ins after 6 mos, vacation, meals, and uniforms. Apply in person between 8-10am or 2-4pm Mon-Fri. Duties include preparing quality food in a fast-paced, high quality lunch & dinner house with a pleasant environment. All shifts available; advancement opportunities. All levels of experience welcome. SERVER, BUSSEER, AND DISHWASHER POSITIONS ALSO AVAILABLE.

MANAGER TRAINEE

Arby's Restaurants
4554 Mack Road
Sacramento, CA 95823

Attn: Doug Renwick / District Manager
\$17,000/yr (eligible for bonus after 3 mos) plus medical & life ins; dental ins after 6 mos. Will be taught all aspects of operation and be responsible for a given shift (probably night shift). Responsibilities include cleanliness, service, cost control, and assisting manager in restaurant operations. Promotion to assistant manager in 6 wks. 50 variable hrs/wk (5 days). In business 25 yrs, company just opened its 2000th store in January. Req a highly motivated self-starter with good communication skills and some college or supervisory experience. Must be able to work long hrs. Apply in person.

BE A MANAGER WITH AN INDUSTRY LEADER!

Thanks to our continued expansion, Long John Silver's needs people who have managed restaurants or other businesses to manage our quick-service seafood restaurants. In about 6 to 12 months, our professional management training program could give you the skills needed to manage a restaurant with a staff of 15 to 20. Our restaurant managers receive:

- Competitive salary
- Stock purchase plan
- Accredited training
- Opportunities to advance
- Paid vacations & holidays
- Bonuses
- 401(k) savings and retirement plan
- Medical, dental and life insurance
- Reasonable hours

If you have management experience, contact:

Don Clapucci
(916) 363-5858

LONG JOHN SILVER'S
SEAFOOD SHOPPES

AN EQUAL OPPORTUNITY EMPLOYER



MOTEL MANAGEMENT COUPLES

Motel 6
14651 Dallas Parkway, Suite 500
Dallas, TX 75240
Attn: Tom Higgins / Human Resources
Competitive salary plus fully paid benefits and retirement plan. Extensive 6-wk training program offered. Apply in writing or send resume. Leader in economy lodging is looking for management teams with no live-in dependents to assume property management responsibility. Full-time positions are located throughout the West Coast. Requires experience in employee supervision, administration, accounting/bookkeeping, maintenance, and guest relations, and ability to relocate.

NIGHT FRONT-DESK PERSON

Alta Mira Hotel
125 Bulkeley Avenue
Sausalito, CA 94966
415/332-1350
Attn: William / General Manager
\$9/hr plus medical insurance. Handle cash, make change for servers, take hotel reservations over the phone, register guests, post transcripts of room charges, and handle telephone charges and guest check-out. Full-time, 5pm-1am Mon-Fri (may change to include weekends). Established 35 yrs, beautiful hotel has 28 rooms and a family-like atmosphere. Requires hotel operation experience, 10-key by touch, and good communication skills. Must be dependable & personable. Call for appt or send resume. EOE

**Kentucky Fried Chicken.****RESTAURANT MANAGER**

Kentucky Fried Chicken
301 Georgia Street, Suite J
Vallejo, CA 94590
707/643-8841
Attn: Mark

\$1500-2100/mo + bonus and full benefit package. Call for appointment or send resume. Responsible for complete operation of restaurant including hiring, inventory control, training, scheduling and supervision of a staff of 15-20 employees. Flexible schedule, approximately 50 hrs/wk. Positions available in Contra Costa & Solano Counties. Requires high school diploma or equivalent. Some college and/or experience preferred. Training program provided.

**TACO BELL****RESTAURANT MANAGERS**

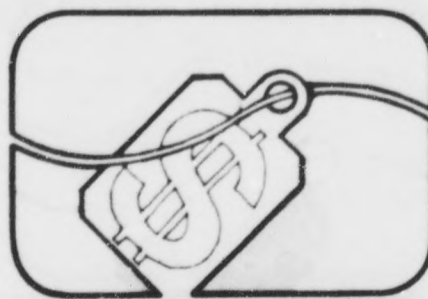
Taco Bell
1561 Fitzgerald Drive
Pinole, CA 94564
415/222-9598 or 758-1121
Attn: Manager
Negotiable salary DOE. Call for appt or apply in person at above location or 974 Admiral Callaghan Lane, VALLEJO, 707/648-2402 between 2-5pm. Responsible for complete restaurant operation including inventory control and hiring, training, scheduling & supervising a staff of 15-20. Approximately 50 flexible hrs/wk. Requires good supervisory & management skills. Must be motivated, enthusiastic, people-oriented, team-spirited, and enjoy working in a fast-paced environment. Assistant & shift manager positions also available.

STORE MANAGERS - Experienced & Trainees

Suzanne's Muffins, Inc.
420 Waverly Street
Palo Alto, CA 94301
415/321-4342
Attn: Ms. Lesa Nieri / Regional Manager
\$16,000-18,000/yr (trainees); \$22,000/yr + bonus (experienced). Med bfts after 6 mos. Supervise & hire/fire staff, oversee scheduling, order inventory, maintain quality standards. Excellent career growth potential for high-quality mgrs. FT flexible hrs. Rapidly growing corporation (6 locations) voted as having the best muffins in the Bay Area. Must have food service & mgmt exp for advanced level. Exp a plus for entry level, but not req. Must have good common sense and be intelligent, energetic, people oriented, and dedicated to success. College degree pref. Call for appt or send resume & salary history. AA/EOE

WAITER / WAITRESS (3, seasonal)

Lakeshore Resort
Bucks Lake Road / P.O. Box 266
Quincy, CA 95971
916/283-2333
Attn: Doug or Terrie
Minimum wage + tips. Variety of duties includes: waiting on tables and serving food & drinks at the 100-seat restaurant (50 inside, 50 outside). 30-35 flexible hrs/wk, 5 days including weekends; seasonal work from May to October. Small family-owned resort at Bucks Lake (established in the 1930s) includes cabins and a restaurant & bar. Located 17 miles west of Quincy. Will provide accommodations for out-of-town workers. Some experience required. Send resume; RTJJ. EOE

**Sales/
Marketing****ACCOUNT REPRESENTATIVE**

Art House Design, Inc.
1435 The Alameda
San Jose, CA 95126
408/289-8281
Attn: Judith Keck / President
\$1500/mo average income based on commission (percentage discussed at interview). Call for appt: RTJJ. Immediate position open for an enthusiastic, goal-oriented individual to market & sell printing/graphic work to businesses. Service established clientele and develop new customer accounts for this full-service advertising agency. Full-time, variable hrs Mon-Fri. Must have own transportation for sales contacts. Background in outside sales for graphics, design, or printing a plus.

Better think twice about smoking at a job interview (even if you're offered the opportunity). In the wake of the business world's strong anti-smoking movement, lighting up could send your employment hopes "up in smoke."

AREA MANAGERS (3)

Trillian Computer Corporation
372 Turquoise Street
Milpitas, CA 95035
408/942-1791
Attn: Ray Burchard / General Manager
\$15,000/yr + commission DOE. Send resume, cover letter, and salary history/reqs. RTJJ. Call on businesses, industry & government to generate leads and sell personal computer systems over the phone. Excellent opportunities for advancement. Full-time, flexible hrs Mon-Fri. 6-yr-old nationwide manufacturer of Trillian personal computers has 20 on staff. Requires min 3 yrs personal computer or electronic semi-conductor industry sales experience. Must be highly motivated, personable, and have a professional manner. EOE

ASSISTANT STORE MANAGER - RETAIL

Episode
131 North La Cienega, Suite 745
Los Angeles, CA 90048
213/855-7853
Attn: Carol / Senior Store Manager
\$16,000-20,000/yr DOE + incentive programs, 50% discount, mini-wardrobe, and health & life ins. Supervise store operations (opening/closing, merchandising, and internal/external loss prevention) and provide strong mgmt/leadership skills. 40 flexible hrs/wk (store open 7 days). Growing int'l firm merchandises own clothing line thru shops in LA, San Diego, SF & San Jose. Req asst mgr exp in apparel and 1-to-1 merchandising. Must be energetic, mobile, trainable, promotable, self-motivated, committed to customer svc, and have a strong personal style/fashion sense. Call or send resume. RTJJ.

Expansion '89**\$1000 - \$1500 /wk**

After a record-setting January & February Pacesetter Corp., the nation's leader in custom manufacturing of quality home improvement products is expanding it's sales force!

If selected you will receive the following:

- 10 days professional training (paid)
- Auto allowance
- The highest quality sales tools
- 1 week paid vacation (every 6 months)
- Quality leads furnished
- Exotic trips

Call to set up interview
(916) 646-2450

EOE

AUTO SALESPERSONS (4)

Don Murtos Chevrolet
19490 Monterey Road
Morgan Hill, CA 95037
408/779-2136 or 225-1370
Attn: Dennis Colburn
Up to 35% commission (\$1600/mo guaranteed salary or unlimited commission potential), plus gas allowance, demo plan, vacation, holiday and medical & dental benefits after 90 days. Call between 10-6 Mon-Fri for appt or more information. Send resume; RTJJ. Sell new & used cars. Full-time: 9-3-30 or 2-30-8-30, 6 days/wk (1 weekend off every 2 mos). South Bay's fastest growing auto dealership seeks outgoing, self-motivated US citizen. Requires straight sales experience, CDL & DMV printout. AA/EOE M/F/H/V

AUTOMOTIVE SALESPERSON

Michael Automotive Center
5737 North Blackstone Avenue
Fresno, CA 93710
209/268-7111
Attn: Randy Skates / General Sales Mgr
\$1250/mo + commission; benefits include major medical, dental, and vision insurance. Call for appt or send resume; RTJJ. Sell new & used autos & light trucks at different auto lots. Hrs 8-30-6-00, 6 days/wk including weekends. Multi-location dealership for Cadillac, Volkswagen, Porsche, Audi, Mitsubishi, & Chevrolet. Requires salesperson license (available at local DMV). Must have CDL, DMV printout, and own transportation. Previous sales experience preferred. Training provided.

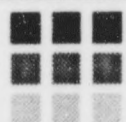
CLERK / CASHIER

7-11
2100 West Steele Lane
Santa Rosa, CA 95401
707/546-6999
Attn: Pat / Store Manager
\$4.50/hr (during training); \$5/hr (after completion of training). Pick-up application at store. References are required & checked; RTJJ. Perform duties that include handling cash register, maintaining store, and stocking shelves for this busy, high-volume 24-hr location. Full & part-time: 11pm-7am 5 days/wk (to be arranged). 12-yr-old Southland franchise is the highest volume store in Santa Rosa and has 11 employees. Must be clean, neat, reliable, dependable, honest and willing to work hard and learn. Will train.

One reason you can do something is worth a thousand reasons why you can't.

COMMERCIAL SALES MANAGER

Doubletree Hotel
5101 Great America Parkway
Santa Clara, CA 95054
408/986-0700
Attn: Phil Norman / Human Resources
Salary DOE, + xint bfts immediately. Send resume or apply in person. Book transient & commercial hotel business, concentrate on appropriately rated, regular & preferred commercial Gold Leaf acct in assigned market with substantial room & food/beverage business which utilize our space in a manner consistent w/market plan objectives. Largest of 48 nationwide hotels has 500+ rooms. Flexible hrs 8-5 Mon-Fri. Must have min 3 yrs hotel sales experience and be a career-oriented, well-organized, enthusiastic professional who communicates well. College graduate preferred. Equal Opportunity Employer

**Potential Career
Sales Position****A Fortune 500 Company**

Local direct sales position with a major corporation. We have a 20 year track record of achievement in the office products industry.

If you are a college graduate and qualify, you may share in a compensation and training program that is among the best nationally.

We offer a full range of benefits including 401K stock plan and car allowance.

To work for a company that recognizes success, send your resume to:

Human Resource Dept
P.O. Box 15967
Sacramento, CA 95852

ELECTRONICS SALESPERSON

Hi-Tech Unlimited
4777 North Blackstone
Fresno, CA 93726
209/224-4444
Attn: Front Desk
Salary DOE (paid weekly) plus medical & dental insurance, vacation, sick leave and store discounts after 90 days. Call for information and/or application and schedule interview; RTJJ. Previous work experience references required. Hi-Tech Unlimited is a computer & electronics store. Hrs 10-6 Mon-Fri. Sales experience with a background in electronics relating to burglar alarms, multi-line telephones, IBM PC computers and coin-op video games a must.

Your request for a pay raise should be based on your workplace contributions and the salary levels for others in your line of work.

FINANCIAL SERVICES SALESPERSON

Jefferson-Pilot Financial Services
350 University Avenue, Suite 270
Sacramento, CA 95821
916/927-5563
Attn: Dave Borges / Regional Agency Mgr
Base salary plus bonuses. Call for a personal interview between 9-11am. Outstanding financial sales position offers an excellent opportunity with a large corporation. Full-time position. Must be a local resident with managerial ability & ambition. Business or sales background helpful. Comprehensive 2-yr training program provided.

FLOOR COVERING STORE OPERATOR

Robinson's Carpet Carousel & Interiors
P.O. Box 1008
Chester, CA 96020
916/258-3105
Attn: Dennis
Salary commensurate with experience. Send resume. Opening of a new store has created an opportunity for someone capable of taking full charge of operations. Includes inside sales, opening & closing store, and overseeing all daily activities, supervise employees eventually. Hrs 9-30-5, five days/wk. Located in a beautiful mountain resort community, shop has featured fine-quality floor covering products for 16 yrs. Requires experience in inside retail floor covering sales, good customer service skills, and accurate typing.

**INSIDE SALESPERSON (2)**

The Glidden Company
3409 Arden Way
Sacramento, CA 95825
916/487-7811
Attn: Manager
Excellent salary/mo offered DOE/DOQ, + medical, dental, life ins, vacation, holidays, and sick leave. Responsibilities include retail sales, custom paint tinting/mixing, heavy lifting, and warehouse duties (shipping/receiving & deliveries). 40 hrs/wk, store hrs 7-5-30 Mon-Fri and 8-4 Sat. National paint industry leader has 3 stores in Sacramento (12 stores throughout CA) providing quality finishes for quality-conscious homeowners. Requires prior paint experience, ability to work well with customers, CDL, and DMV printout. Good color matching ability preferred. Apply in person. EOE M/F/H/V

INSIDE SALES REPRESENTATIVE

All Data Corporation
7000 Franklin Boulevard
Sacramento, CA 95823
916/395-0202
Attn: Richard
Good hourly base wage plus bonus, vacation, holidays, sick leave, and health insurance. Call for more information. GROUND-LEVEL OPPORTUNITY. Join our sales support team, marketing a CD RAM information system to the automotive industry; work with outside sales representatives in expanding midwest region volume. Hrs 7-4 Mon-Fri. Professional organization requires 1-2 yrs phone sales experience. Must be self-motivated, sales-oriented, and interested in future technology.

INTERIOR DECORATORS

TransDesign
1460 Millich Lane
San Jose, CA 95117
408/370-6799
Attn: Barbara Langham
25-40% commissioned salary. Call for appt between 9-12 Mon-Fri; RTJJ. This nationwide interior decorating firm is looking for career-oriented, independent representatives to service residential & commercial establishments. Will assist clients with the color coordinating of area carpets, furniture and other interior home and office products. Will develop own clientele. Set own hrs and days. Looking for self-motivated, mature individuals with a flair for decorating. Good communication skills and sales exp needed. Full training provided.

LEAD COUNTER PERSON

Fairfield Rental Service
1300 Oliver Road
Fairfield, CA 94533
707/422-5820
Attn: Debbie Arinols / Office Manager
\$15,000-18,000/yr DOE, + health & life ins after 3 mos; paid holidays & sick leave; 1 wk vacation after 1 yr. Call for appt or send resume; RTJJ. Write contracts, rent equipment, answer phones, and serve customers; some typing & paperwork. FT varied schedule; some OT. One of Solano County's largest rental yards has been in business 25yrs. Req knowledge of household/construction equip, over-the-counter sales exp, xint math skills, & ability to supervise/schedule 3-4 co-workers. Mgr will train; must be aggressive, dependable, self-motivated hard worker, able to follow instructions. Will interview male or female. EOE

**MANAGER**

Quik Stop
P.O. Box 5745
Fremont, CA 94537
415/657-8500
Attn: Personnel Department
\$400+/wk to start DOE, plus paid vacation, paid medical/dental, vision & life insurance, profit sharing, and 401K plan. Call for more information or send resume & REFERENCES. Hire, schedule & train employees and be responsible for cash & inventory control. Work in a Bay Area location of one of the largest 24-hr mini-market chains in the region. Excellent advancement opportunity. Full-time. Requires fast-food or small retail store management experience. Must be friendly and people-oriented. EOE

To Advertise Call
(916) 925-0800

MANAGER / ASSISTANT MANAGER - RETAIL

Caren Charles
311 Sun Valley Mall
Concord, CA 94520-5804
415/671-2310
Attn: Debbie South / District Manager
Salary DOE/DOQ, + comprehensive bfts pkg & xint employee discount. Call for appt, send resume, or apply in person. Open & close store, train employees, examine merchandise, and oversee daily store activities for one of the nation's most progressive, rapidly expanding retailers of contemporary fashions for misses, sizes 4-18. If you are energetic, outgoing, and enjoy fashion sales, explore this fine position. Remarkable growth and internal promotions have created outstanding career opportunities in our Stoneridge Mall location. Prefer retail & mgmt exp. 40 day hrs/wk; hrs to be discussed. EOE M/F

**ADVERTISING
SALES****Immediate Opening**

Full-time position for experienced newspaper advertising sales representative. Must be well organized, enthusiastic, and a team player. Advertising sales experience necessary. Compensation includes salary plus commission and attractive benefit package.

Send resume to:
Box T, in care of
Fairfield Daily Republic
No phone calls, please.

Daily Republic

1250 Texas Street
Fairfield, CA 94533

MANAGEMENT TRAINEES

Electrolux Corporation
2360 South Bascom Avenue
Campbell, CA 95008
408/559-0300
Attn: Ann Thompson
Average manager earns \$40,000-60,000 in commission the first year, plus company benefits. Call for appt. RTJJ. Looking for ambitious individuals to train to sell Electrolux products and open new outlets in the San Jose, Mtn. View, Morgan Hill and San Mateo areas. This established corporation manufactures vacuum cleaners, shampoos and residential & commercial cleaning equipment. Hrs and days may vary, depending on individual. Seeking career-oriented, self-motivated individuals. Sales background helpful. Full training provided.

MEMORIAL COUNSELORS (3)

Lakewood Memorial Park
1900 Santa Fe
Hughson, CA 95354
209/883-4465
Attn: Ben Franklin / Manager
Excellent commission plus competitive bfts. Call for interview (9-4:30pm). RTJJ. Expansion has created new sales positions to market cemetery properties, funeral trusts and burial ins. Req extensive traveling to surrounding vicinities for this leading cemetery in beautiful Stanislaus County. FT, hrs & days determined at interview. Must be at least 18 yrs old, neat in appearance and possess good communication skills. No exp req. Leads provided. Training offered to obtain license for insurance sales.

MARIPOSA SAVANNAH FASHION RETAIL

MANAGER / ASSISTANT MANAGER - RETAIL
Mariposa
San Jose, CA 95122
408/270-7454
Attn: Diane
Negotiable salary DOE, plus bonuses, employee discount on merchandise, medical, dental & life ins. and vacation, holidays & sick leave. Oversee daily store operations. Responsibilities include opening/closing store, merchandise control, and supervising/training employees. Fashion forward young women's specialty apparel company. MARIPOSA has expanded into four states. Also in Hayward & Fairfield, CA. Requires degree in fashion merchandising or management, and mgmt exp in specialty apparel or retail exp. We offer a formal training program and promotions based on performance. Call for appointment. EOE

MANAGER / SALESPERSON (5)

Independent Capital Enterprises
5689 Norman Way
Sacramento, CA 95822
916/537-7192
Attn: Sandy or Mel
\$10,000/mo (multiplex commission) within 6-24 mos. Market beauty, health & fitness product line. Management responsibilities include training & development for sales force expansion, and group management to meet sales goals. Flexible FT or PT hrs. 5-yr-old company that is in a momentum phase of corporate growth has training available but prefers experienced, professional, successful people. Health & beauty industry experience a plus. Call for initial info (leave message).

Great trials often precede great triumphs.

MANAGER TRAINEE (2)

Kay Jewelers
138 Eastridge Mall
San Jose, CA 95122
408/274-2449
Attn: Greg Marsh / Manager
\$15,000-22,000/yr + commission, vacation, sick leave, holidays, Kaiser/Blue Cross medical ins, dental ins, and 401K plan after 3 mos. Learn to manage retail jewelry store operations (from sales to store profitability), customer service, store displays, advertising, and recruiting & scheduling employees. 48 flexible hrs/wk (store is open 7 days). In business 70+ yrs, growing company has over 400 retail outlets nationwide. Must be outgoing, have a professional appearance and enjoy working with people. College education and retail exp preferred but not mandatory. Call for appt/send resume. RTJJ. EOE

MANAGERS (14)

Zale Corporation
390 Eastridge Mall
San Jose, CA 95122
Attn: Cindy Schmidt / District Manager
\$22,000-30,000/yr DOE, plus bonus incentives, 10 days vacation, holidays, sick leave, life ins after 60 days, and medical/dental ins after 90 days. Construct merchandise presentations; repair jewelry; perform bookkeeping, advertising & sales duties; provide customer service; and recruit, schedule & train employees. 48 hrs/wk (store hrs are 10-9 Mon-Sat and 11-6 Sun). Corporate-owned retail jewelry business has 1400 stores in & outside the US (5 employees per store). Must be sales oriented. AA degree and some exp preferred. Send resume. RTJJ. EOE

MARKETING REPRESENTATIVE

Western Business Products
2269 Hartnell Avenue
Redding, CA 96002
800/824-4495
Attn: Tim Cass / Sales Manager
\$25,000/yr base negotiable DOE + 40% commission, car allowance, and medical ins contribution after 90 days. Annual recognition trips (all expenses paid) also avail. Call for appt or send resume. RTJJ. Direct marketing of Harris/3M copiers & facsimile machines in protected areas. Some travel in this flexible FT position. In business locally 6 yrs, company is a direct representative for Harris/3M in 12 Northern CA counties. Requires van or pick-up with camper shell to demonstrate & deliver copiers. Must have an aggressive but professional personality. Full training provided. EOE

If at first you don't succeed... at least, you've gained some experience. Keep trying!

MARKETING REPRESENTATIVE

Superior Office Systems
1008 E West Sacramento Avenue
Chico, CA 95926
916/893-0994 or 800/433-1231
Attn: Kathy Oman / Sales Manager
\$15,000-18,000/1st yr, \$18,000-25,000/2nd yr + commission, medical ins after 90 days. Call for appt or apply in person. RTJJ. Canvass, make cold calls, demonstrate copiers & facsimile machines, arrange financing and close sales. Hrs 8-5 Mon-Fri. Respected office equipment vendor for 10+ yrs provides training, supports & markets Konica products, and seeks a career-oriented self-disciplined professional w/high self-esteem, confidence & a strong desire for monetary reward. Req own transportation. Pref sales exp (not mandatory) & college degree in liberal arts, business or marketing. EOE

OUTSIDE/INSIDE SALES (3)

SunStructers Design Center
275 Alma Drive
Palo Alto, CA 94301
415/325-9111
Attn: Sharon or Ed / Operations Managers
\$1500+/mo to start DOE or commission (depends on individual preference) + Kaiser medical ins after 60 days. Call between 9-3 for appt. RTJJ. Call on residential & commercial accounts to sell company products, perform measurements & price bidding, and provide assistance in design. FT, flexible hrs & days. 14-yr-old window & door mfg company specializes in in-house remodeling & retail sales, and has 7,000 sq ft of showroom & ofc space. Req technical construction knowledge. Must be energetic, aggressive, professional, friendly, and have good written/verbal skills & own car. Sales/customer service exp a plus. EOE

RETAIL MARKETING SPECIALIST

KMPH-TV
5111 East McKinley
Fresno, CA 93727
209/255-2600
Attn: Steve Vourakis / Retail Marketing
\$24,000-30,000/yr negotiable DOE/DOQ, plus medical & vision ins, vacation, holidays, and sick leave after 90 days. Call for appt or send resume. RTJJ. Develop new business through an established prospect list; contact clients by phone and handle outside sales of commercial air-time to local retailers. Hrs 8-5:30 Mon-Fri. One of America's strongest independent telecasting companies has coverage from Bakersfield to Merced. BA degree required. Prefer a creative, highly motivated, detail-oriented person with retail marketing experience. EOE M/F/H/V

ROOFING SALESPERSONS

Wedge Roofing
5 Casa Grande Road
Petaluma, CA 94952
415/897-6168
Attn: Mike Stout / Sales Manager
\$25,000+/yr (commission only); medical/dental & vision ins after 6 mos. Call for appt. RTJJ. Roofing sales position, servicing private homes & builders; responsible for estimates, contracts & sales appts in Sonoma & Marin Counties. Some leads and ongoing training in sales & motivation provided. Travel required. FT flexible hrs & days. Company provides sales, telemarketing, carpentry & welding services. Must be personable, energetic, and highly motivated. Some sales exp helpful, but training program is provided to expand knowledge of roofing processes, prices & materials.

SALES ASSOCIATES

Zale Corporation
237 Tanforan Park
San Bruno, CA 94066
Attn: Karren Ganstwig / District Manager
\$5,500+/hr DOE, plus commission, 10 days vacation, holidays, sick leave, medical/dental ins after 90 days, and life ins after 6 mos. Sell jewelry, provide customer service, operate cash register, and build clientele in a corporation-owned retail jewelry store. In business 65 yrs, firm has 1400 stores in & outside the US. FT (40 hrs/wk) or PT (20-25 hrs/wk) flexible positions. Store hrs are 10-9 Mon-Sat and 11-6 Sun. Must be outgoing, sales oriented, and work well with people. Exp preferred, but willing to train. Students encouraged to apply. Send resume. RTJJ. EOE

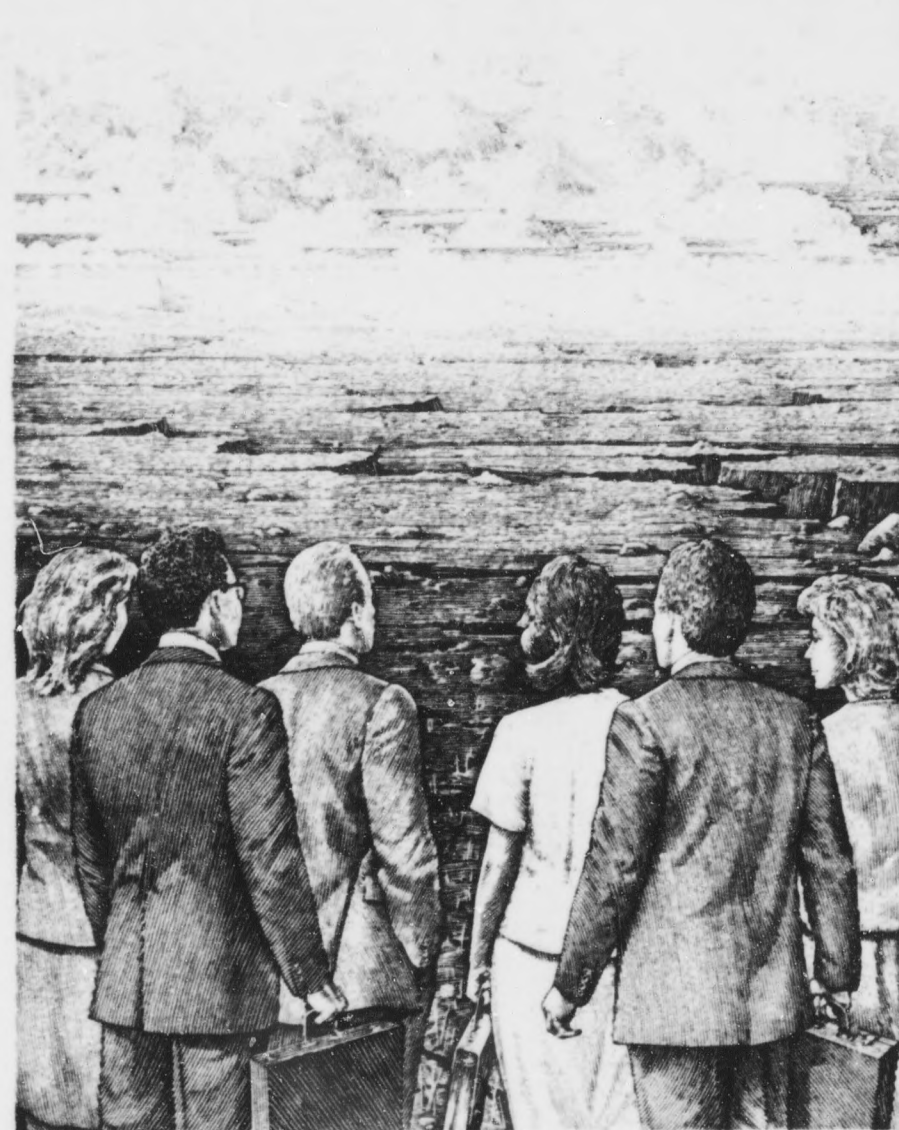
What's Experience Worth?

Mary Lou Williams has been the senior administrator for a large regional accounting firm for 17 years. She's currently earning \$78,000 a year plus bonus. Her firm just announced a merger with a Big-8 firm. She'll be out of a job - although with excellent severance - in six months. Her problem: Can she command the same salary at another firm or in another field?

Bob Robertson earns \$82,000 as an MIS manager with a very profitable software firm. He's been with them 18 years, but now he'd like to move on. Can he sell his experience for the same salary elsewhere?

When people talk about "selling their experience," they often fall into the trap of thinking that more experience is inevitably worth more money. This is not always true. For example, a big factor in Mary Lou's and Bob's compensation is accrual from annual increases. The overall market for their jobs is \$10,000 to \$15,000 lower. Both will be bitterly disappointed (an understatement) when candidates with eight to ten years experience get the jobs they want. They'll say age discrimination is the reason. It's not; it's dollar discrimination.

Anyone who's been in the same job with the same company more than ten years and has received regular increases not restrained by a salary grade system, (minimum and maximum salary for a particular job) will face this problem. The employer who says (few are this honest), "Look, I can't see what more you can do for us than someone who has fewer years experience and costs \$10,000 less. I can't see what skills you've learned or developed in the extra years that make you worth that much more money to



People often fall into the trap of thinking that more experience is inevitably worth more money. This is not always true.

us." In other words, experience commands more dollars only to the point that an employer can see what the money buys.

Come at the same problem from your own experience. Suppose you wanted a housekeeper. You interview five candidates.

Four have had ten to twenty years experience and charge \$60 per day. One has had thirty years experience and charges \$90 per day. What would she need to do, what could she do, to convince you she is worth thirty dollars more?

If you're meeting salary resistance in the job market, consider this: The only effective way to get the same money or more than you have been making is to raise your sights. Target only higher-level jobs than the one you have had. Getting the money will require a longer job hunt and vastly more extensive networking. A lateral move won't work.

If you don't address this issue you'll hear nothing from the workplace but choruses of, "You're too expensive and we can get someone just as qualified cheaper." The tragedy would be to allow this to happen, not knowing why or what to do to get the salary you want.

SALES COUNSELORS

Guardian Plans, Inc.
San Jose, CA 95125
408/279-6366 916/483-0700
Attn: District Manager
Up to \$2800/mo avg based on commission + health, dental, life & disability ins. Call for appt. RTJJ. Market prearranged funeral plans by preset appts and handle own paperwork; leads provided. Positions in Sacramento and the Bay Area. 40+ hrs/wk. Mon-Fri. 25-yr-old Fortune 500 firm is the largest funeral company in the US. Requires CA life ins lic. Must be self-motivated, able to support yourself while getting started, and have CDL. Familiarity with funeral industry pref. Funeral director and sales exp helpful. Mgmt exp and bilingual (Chinese, Philippine, Spanish, etc) skills desired. Req right to work. EOE F

SALESPERSON (2)

The Cabinet Company
591 North McDowell Boulevard
Petaluma, CA 94952
707/765-9767
Attn: Jim Luby / Owner
Commission only; up to \$4000/mo potential income, paid bi-weekly; medical benefits after 90 days. Call for appt. RTJJ. Call on residential contractors to sell cabinets for this 3-yr old manufacturing firm. Hrs 8-5, flexible days CDL req. Sales and construction experience desirable. AA/EOE

"I find the great thing in this world is not so much where we stand as in what direction we are moving."
— Oliver Wendell Holmes



LaBrie's SLEEP CENTER

SALES CONSULTANT - RETAIL

LaBrie's Sleep Center
1908 El Camino Avenue
Sacramento, CA 95815
916/929-1232
Attn: Personnel
\$2500-4000/mo commission potential + bonuses, paid vacations, and medical/dental insurance. Join our team of sleep professionals! Career opportunity with leading Northern CA sleep center. FT positions available. Retail sales & showroom exp preferred, but not req. Training provided for self-motivated individuals. Apply in person for positions at the following locations: 508 Contra Costa Blvd, Pleasant Hill, Normandy Plaza, 1721 E Hammer Ln #C, Stockton, and Sacramento. Also looking for salespeople for store opening in Fairfield; apply in Sacramento.

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For a complimentary copy of Kennedy's Career Strategist newsletter write: 1153 Wilmette Avenue, Wilmette IL 60091.

SALES DIRECTOR

Shimada Landscape, Inc.
239 Commercial Street
Sunnyvale, CA 94086
408/733-3330
Attn: Melvin Shimada / Owner
\$30,000-35,000/yr DOE, plus vacation, sick leave, and medical/dental insurance after 90 days. Send resume or apply in person; RTJJ. Increase customer base by securing new accounts and retaining existing accounts through telemarketing and outside sales. Flexible hrs 6:30-3:15 Mon-Fri. 50-person firm, in business since 1949, currently has approximately 60 industrial accounts. Requires computer literacy, strong sales background, CDL, and DMV printout. Prefer bachelor's degree and industrial landscape maintenance experience. Must have right to work. EOE

SALES REPRESENTATIVES

Frontier Radio
Sacramento, CA 95841
916/482-7070
Attn: Mike Wilson
\$20,000-35,000/yr commission possible (salary provided while in training) plus car allowance, demo program, and medical insurance. Call between 9-3 Mon-Thu for appt or more information. Responsible for setting appts and demonstrating cellular phones in this outside sales position. Advancement opportunity. Full-time Mon-Fri. 'Sacramento area's leading cellular phone company', in business 29 years, has 3 locations. Must be self-motivated, outgoing, willing to work hard, and enjoy a challenge. No experience necessary; will train.

SALES REPRESENTATIVES

Introlink, Inc.
6425 Christie Avenue, Suite 300
Emeryville, CA 94608
415/428-2400
Attn: Peter Adam
Earnings & commission potential for outstanding performers can exceed \$60,000-80,000/yr based on projected sales. Benefits include medical & dental ins. 1 wk vacation after 6 mos, and car allowance. Call for appt. RTJJ. Immediate opening for a hard-working, motivated, enthusiastic individual to market & sell telecommunications products. Develop & establish new sales contacts with the support of inside sales reps & staff. Positions avail throughout CA. Profitable, established communications firm provides local protected territories. Must have strong desire to succeed. Related sales exp preferred.

SALESPERSON (12)

Ultimate Hookup and Cellular Services
720 South 40th #3
Richmond, CA 94802
415/233-3769
Attn: Wilkens Owens / Owner
Commission only. \$3000-12,000/month earning potential (\$350 bonus for every 5 phones sold). Send resume or call for appt. Training provided to sell cellular phones within a regional area, some travel. Flexible FT hrs. Cellular phone company with offices in Phoenix, AZ and Dallas, TX now expanding into California, with 5 new outlets from Campbell to Fairfield. Qualified salespeople with at least 1 yr experience and own transportation required. Must be articulate, energetic, and \$\$\$ motivated.

SALES REPRESENTATIVES (4)

Cable Co-Op
3200 Park Boulevard
Palo Alto, CA 94306
415/856-3552
Attn: David Williams / Sales Manager
\$30,000 realistic 1st-yr income (commission basis) plus \$300 paid training during 1-wk process. \$300 1st-mo draw. 7 days vacation after 6 mos, major holidays, and medical/dental ins. Call for more info or send resume. RTJJ. Perform direct sales work (inside/outside); acquire new cable TV subscription accounts and accurately complete subscription applications. 32 field hrs/wk, starting 1pm Mon-Fri and 9am Sat. 50-person firm has been in business 2 yrs. Must be aggressive, motivated, articulate, and have a 'sales' personality. CDL & ins. HS diploma and sales exp preferred. Training provided. EOE

**SHEARSON
LEHMAN
HUTTON**

An American Express company

STOCK BROKERAGE POSITION (part-time)

Lehman Brothers
Division of Shearson, Lehman, Hutton
1 Montgomery Street, West Tower
San Francisco, CA 94104
415/955-9400
Attn: Jeff Smith
Salary DOE. Provide support for brokers by contacting prospective investors by phone. 'The most prestigious investment banking firm on Wall Street' (division of American Express) provides stock market analysis and market strategy exposure. PT flexible hrs between 7-4:30 (mornings preferred). Requires good command of English and good communication skills. No experience necessary. Women and college students encouraged to apply. Call for appointment (10-1 Tue-Thu). EOE

TELECOMMUNICATION ACCOUNT REPS (5)

DisCall
418-B Willow Road
Menlo Park, CA 94025
415/327-0237
Attn: Mike Fleming / Sales Manager
Commission basis only (\$30-50k first-yr potential). Call for more info. RTJJ. Develop new accounts for long-distance telephone service. Responsible for telemarketing & customer service, inside & outside sales. Hrs 8-5 Mon-Fri. Small company has been in business 2 yrs. Must be aggressive, mature, and stable. Prefer HS graduate with good communication skills, sales abilities, and sales experience in the communications field. EOE

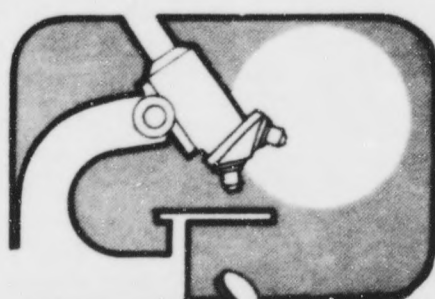
Is "telephone tag" taking too much of your time? Try returning calls about 10 minutes before noon and 10 minutes before 5 pm. Most people are in their offices at those times.

TRAVEL SALESPERSON

Uniglobe Fleury Travel
85 Saratoga Avenue
Santa Clara, CA 95051
408/554-1054
Attn: Ray Quheillait
Commission only. Train from regional office in Alameda to sell travel services to small & mid-sized corporate accounts. Flexible hrs. Career opportunity with a small growing company, part of a nationwide network. Requires neat appearance, professional manner, and own transportation. Send resume. RTJJ.

TELEMARKETING REPRESENTATIVES (6)

Trillian Computer Corporation
372 Turquoise Street
Milpitas, CA 95035
408/942-1791
Attn: Ray Burchard / General Manager
\$4.50/hr plus commission. Call for more information. RTJJ. Telephone within assigned areas throughout the US, promoting personal computers and work stations for potential sales follow-up by area managers. Entry-level position offers excellent advancement opportunities. FT Mon-Fri; hrs depend on assigned territory (West Coast area hrs are 8-5). National personal computer manufacturer has been in business 6 yrs. Must be punctual, self-assertive, able to follow through in duties, and have excellent phone voice & manners. Prefer HS graduate with PC knowledge. Must have right to work.

**Science/
Research****CYTOTECHNOLOGIST**

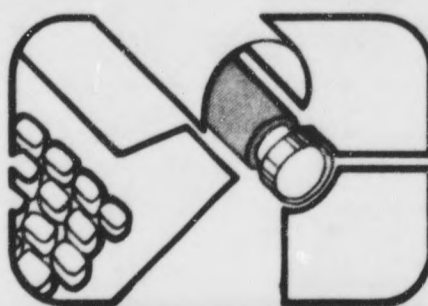
Central Diagnostic Laboratory
18408 Oxnard Street
Tarzana, CA 91356
800/382-3322
Attn: Mike Aicher / Personnel
Salary to \$40,000/yr to start plus 2 wks vacation, 10 holidays & 10 sick leave days/yr, and medical/dental & life ins after 3 mos. Send resume. RTJJ. Interpret lab smears for nation's largest independently owned clinical laboratory. Full-time positions available coast-to-coast; flexible day & night shifts. \$100 million/yr reference laboratory works with doctors, clinics & hospitals. Requires ASCP and/or CA certification as a cytotechnologist. Must have right to work. AA/EOE M/F/V

**AGRICULTURE AND
STANDARDS BIOLOGIST**

I: \$1481 - 1847/mo
II: \$1748 - 2177/mo
III: \$1953 - 2418/mo

Reqs education equiv to graduation from an accredited college with major work in agriculture or biological sciences. (II) at least 7 valid inspection certificates; (III) at least 11 valid certificates appropriate to the workload needs of the agricultural commissioner-scales. Final filing date: 4/1/89

Contact: Sutter County Personnel
463 2nd St, Rm 106, PO Box 1555
Yuba City, CA 95992
(916) 741-7113

**Secretarial/
General Office**

**California
Job
Journal**

ADMINISTRATIVE ASSISTANT (Sales Dept)

California Job Journal
2535 Capitol Oaks Drive, Suite 100
Sacramento, CA 95833
916/925-0800
Attn: Kathy Kellum / Office Manager
\$1100/mo & up negotiable DOE/DOQ, plus Kaiser medical & dental ins after 120 days, vacation, holidays, and sick leave. Provide clerical support to sales dept mgmt; assist HR supervisor with reference checking, applicant testing, and preparing for training classes. Hrs 9-6 Mon-Fri, some overtime required. Largest independent recruitment advertising publication has new offices. Req 2+ yrs exp supporting mgmt level, preferably in sales. Must type 50 wpm, be assertive & flexible, and have a professional appearance & attitude. Word processing exp pref. Send resume, salary history & references. EOE

APPOINTMENT SETTER

Drain Patrol
536 Weddell, Suite 6
Sunnyvale, CA 94089
408/293-0421
Attn: Suzy / Personnel Director
Up to \$6/hr DOE/DOQ; medical ins available after 90 days. Duties include answering phones, determining plumbing problems, and dispatching a 23-person service force. Full-time (7-3 Mon-Fri) or part-time (Sun-Tue evenings). Competitive 24-hr plumbing company provides service throughout the Bay Area. Req customer service experience and good spelling & communication skills. Must be highly enthusiastic and well-organized. Call for appt or send resume. RTJJ. EOE

ASSISTANT TO PRESIDENT

Medic Alert Foundation International
P.O. Box 1009
Turlock, CA 95381-1009
Attn: Jeanette Peacock
\$1970-2956/mo DOE/DOQ, + 2 wks vacation, 8 holidays, health & life ins, and pension. Send resume only. High-reward position represents the president to staff, board members & the public; operate president's office, organize president's calendar/travel, handle communication with int'l affiliates, and make 6-10 trips/yr to resorts nationwide to select mtg sites and conduct 5-day board mtgs. Frequent weekday & occasional wkend OT; on-call for emergencies. Stable professional firm w/150 staff requires superb interpersonal, English, WP, office/meeting organization, and travel planning skills. Non-smoking office. EOE

Technician**CHEMICAL
TECHNICIANS**

ICI Americas has immediate openings for entry-level laboratory technicians in our Analytical Department.

These positions will require a strong background in Organic Chemistry. Applicants should have a minimum of 2 years college, including 1 year of Organic Chemistry.

Qualified applicants are invited to submit resumes to: Maria Caro

ICI AMERICAS
1200 S. 47th Street
Richmond, CA 94804

Equal Opportunity Employer M/F

CLERK TYPIST II

San Jose Job Corps
201 South 11th Street
San Jose, CA 95112
408/998-1120
Attn: Brenda Wilke / Personnel Assistant
\$6.50/hr negotiable DOE, plus medical insurance contribution. Call for appt; RTJJ. Type job applications, memos, forms, letters, and student evaluations; provide clerical support for counselors. Hrs 8-5 Mon-Fri. Nonprofit organization, founded in the early '70s, assists disadvantaged youths in earning HS diplomas & GEDs and provides training & assistance in obtaining jobs. Requires HS diploma and 45 wpm typing. 3-6 mos experience working with youths desired. EOE

CUSTOMER SERVICE - COUNTER

Country Rental Center
15721 Los Gatos Boulevard
Los Gatos, CA 95030
Attn: Mack / Branch Manager
\$350/wk to start DOE, plus vacation, holidays, sick leave, and medical/dental ins after 90 days. No phone calls please. Apply in person; RTJJ. Fill out rental contracts, collect money, assist customers with information, and answer phones. Full-time flexible hrs (must be avail some weekends). Busy, fast-paced equipment company rents trucks, trailers, construction equipment, furniture & partyware, etc. Requires HS graduate, some retail or customer service experience, CDL, and DMV printout. Must be friendly, personable, and neat in appearance. Good math skills a plus. EOE

Writing down your career goals will help you visualize the direction your plans should take. Creating a potential path to follow helps separate reality from wishful thinking.

DATA PROCESSING ASSISTANT

Trillian Computer Corporation
372 Turquoise Street
Milpitas, CA 95035
408/942-1791
Attn: Peter Redford / President
\$5-7/hr DOE. Call for appointment; RTJJ. Process shipping & order paperwork (80% computer duties, 20% telephone); report directly to the accounting department. Hrs 8-5 Mon-Fri. 6-yr-old computer manufacturing company requires a quick learner who is cool-headed and able to handle pressure. Must type 45 wpm and have CDL, own insurance, and ability to interact with customers. EOE

DMV CLERK

ALFA Federal Credit Union
Naval Air Station, Building 527
Alameda, CA 94501
Attn: Personnel Department
Salary DOE, plus excellent benefits after 90 days including paid pension. Assist members with vehicle registration & insurance requirements (US & overseas) and process mail loans and ins claims. Hrs 8:30-5 Mon-Fri. Credit union (established 1941) requires HS diploma. DMV experience preferred. Knowledge of vehicle registration & ins requirements (US & overseas) and some CRT knowledge desired. This is not a civil service position. Send resume and salary history/requirements. AA/EOE

EXECUTIVE SECRETARY

Martin Luther King Family Health Center
101 Broadway
Richmond, CA 94804
415/233-3994 x467
Attn: Wilbur Kelly
\$18,000-25,000/yr DOE, + full benefit package. Working independently, take & transcribe dictation; type a variety of documents; answer correspondence; arrange board and committee meetings; record & write meeting minutes; set up and supervise filing system maintenance. Hrs 8:30-5 Mon-Fri plus some evening meetings. With emphasis on teamwork, community-based small clinic provides medical services for the underserved. Req HS grad/equiv; 60 wpm typing; 100 wpm dictation; grammar, punctuation & spelling skills; knowledge & use of otc machines including word processors. Send resume. EOE

GENERAL OFC PERSON / RECEPTIONIST (2)

Management Solutions
99 Almaden Boulevard, Suite 600
San Jose, CA 95113
408/292-6600
Attn: Nancy Faye / Office Manager
\$7-9/hr DOE, plus 2 wks vacation after 1 yr and medical/dental ins. Call for appt; RTJJ. Handle front-ofc phones, word processing, filing, data entry, mail sorting, and a variety of projects. FT (8-5) or PT (11:30-5:30) Mon-Fri. Small firm provides executive search and temporary placement services. Req HS diploma; min 2 yrs secretarial exp; good grammar, communication & telephone skills; and 45-50 wpm typing. Must be outgoing, well-organized, detail-oriented, able to work independently, and have a professional appearance. Some college preferred. Will train on word processing system. EOE

MAIL & SUPPLY DISTRIBUTION CLERK

Los Angeles College of Chiropractic
16200 East Amber Valley Drive
Whittier, CA 90609
213/947-8755
Attn: Kris Massaro / Personnel
\$1165/mo plus excellent benefits. Call or write for more information. Pick up incoming mail, and distribute & deliver paychecks to outside clinics. Hrs 8-5 Mon-Fri. Requires 1 yr warehouse experience with mailroom and shipping & receiving background, CDL, and DMV printout.

OFFICE MANAGER

Classic Glass Company
917 Water Street
Santa Cruz, CA 95062
408/426-3675
Attn: David Rasmussen / Owner
\$12/hr DOE/DOQ + bfts (to be discussed). Call for info, apply in person, or send resume, refs & salary history/reqs. RTJJ. Oversee all office procedures including supervising 3-4 employees, writing reports, scheduling company jobs & personnel hrs, typing, and handling payroll & customer billing. Hrs 8-5 Mon-Fri. Established, growing firm, in business since the 1930s, installs glass in cars, houses, and offices. Req detail-oriented professional with good math, written & grammar skills, and ability to deal with public and meet deadlines. Prefer minimum 3 yrs office experience in the glass trade. EOE

"The secret of success in life is for a person to be ready for his opportunity when it comes."
— Benjamin Disraeli

PART-TIME COMPUTER OPERATOR

ALFA Federal Credit Union
Naval Air Station, Building 527
Alameda, CA 94501
Attn: Personnel Department
Salary DOE/DOQ. Responsibilities include daily, weekly & monthly reports; trial balances, and overseeing payroll posting. PT evenings, 6:30-10:30 Mon-Fri. 65-person credit union (established 1941) requires HS diploma. Knowledge of financial industry mainframe computer systems preferred. PC knowledge helpful. This is a great position for students. This is not a civil service position. Send resume and salary requirements.

**RECEPTIONIST**

Cal-X Fun Spas
2389 Fair Oaks Boulevard
Sacramento, CA 95825
Attn: Ms. Kay
\$6+/hr commensurate with experience, plus benefits. The #1 spa company in the nation seeks a stable individual with a flexible personality to perform a variety of office duties. Hrs 8-5:30 Mon-Fri. Must have excellent phone skills and at least 1 yr experience operating a multi-line PBX. Requires a front-office appearance, pleasant voice, and a long-term commitment. Apply in person. EOE

PEOPLE EXPRESS®

agency

UNIQUE JOBS

■ Secretarial	\$1200-2000/mo
■ Administrative	\$1500-2200/mo
■ Bookkeeping	\$1100-2000/mo
■ Accounting	\$1500-2500/mo
■ Word Processing	\$1500-2000/mo

We also have immediate openings for entry-level positions.

No-Fee & Partial-Fee Opportunities

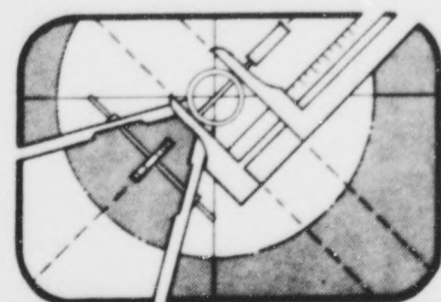
1111 Howe Ave, Suite 555, Sacramento, CA 95825
(916) 920-5671

SECRETARY

Advantage Personnel
20370 Town Center Lane, #135
Cupertino, CA 95014
408/252-0400
Attn: Marcy / Owner
\$16,000-20,000/yr DOE, plus medical/dental ins, vacation, holidays & sick leave. Call for appointment. RTJJ. Handle word processing & data entry, greet visitors, provide administrative support for sales department, plan company events, and perform other general office functions as needed. Hrs 8-5 Mon-Fri. Growing, full-service temporary & permanent employment placement agency requires 1-3 yrs office experience and 40-55 wpm typing. Must be energetic, personable, and have a professional appearance & attitude. Training provided. EOE

SENIOR RECEPTIONIST

Echo Design
1605 Remuda Lane
San Jose, CA 95112
408/436-1294
Attn: Monique Osenbacher / Sr Recruiter
\$7.9/hr DOE, benefits available. Send resume, RTJJ. Answer heavy phones, type, file, and greet visitors. Hrs 8-5 Mon-Fri. Development company, in business 22 yrs, designs printed circuit boards for computers. Requires HS diploma, 2 yrs experience, and 45-50 wpm typing. EOE



**Technical/
Engineering**

**Stephen
J. Short
& ASSOCIATES, INC.**

ARCHITECTURE AND PLANNING

ARCHITECTURAL/CONSTRUCTION ADMINISTRATOR

Stephen J. Short & Associates, Inc.
2602-B Marconi Avenue
Sacramento, CA 95821
916/488-3795
Attn: Mr. Delmendo
Salary commensurate with exp. + xint bfts. Call for info or send resume. Administer construction contracts; process submittals; pay applications; conduct site visits; prepare bulletins; and expedite change orders, verified reports & other documents with state agencies. Travel required. Hrs 8-5 Mon-Fri. Mid-size architectural firm specializes in working drawings. Req 5+ yrs type I construction admin exp; knowledge of Title 24, CAC, and architectural office functions; and ability to deal with contractors as architect's representative. Must have a dependable car and be willing to travel in Northern CA & Reno.

Better than counting your
years is to make all of your
years count.

ASTRONAUTICAL ENGINEER (2+)

Pacific American Launch Systems
115 Constitution Drive
Menlo Park, CA 94025
Attn: Benjamin Lange
Negotiable salary DOE/DOQ. + 2 wks vacation, 9 holidays, 10 days sick leave/yr. medical & life ins avail. Send resume, RTJJ. Participate in the engineering design, construction & flight operations of a new launcher for small-to-medium satellites. Occasional travel to nearby military bases required. Hrs 8-5 Mon-Fri (flexible). Small, rapidly growing space launch vehicle development company requires at least a BS degree in mechanical, electrical, aeronautical, or astronautical engineering and US citizenship. EEO Employer

CIVIL ENGINEER

Codega & Frick, Inc.
Engineers & Planners
3690 Grant Drive, Suite J
Reno, NV 89509
702/827-8533
Attn: Harlan Frick / Vice President
\$30,000-37,000/yr DOE/DOQ, plus medical/dental & life insurance for employee & dependents within 60 days. Send resume or apply in person. Design subdivisions for public works projects. Hrs 8-5 Mon-Fri. Begun in 1966, small growing company of engineers & planners designs & builds roads and sewers. Requires BS in civil engineering and 3-5 yrs subdivision design experience. Non-smoking office.

CIVIL ENGINEER, CALIFORNIA-REGISTERED

Associated Professions Inc.
1005 Railroad Street
Paso Robles, CA 93446
805/238-5427
Attn: Ed King / Principal
\$36,000-44,000/yr DOE/DOQ, plus medical, dental, profit sharing, vacation, holidays, and sick leave after 90 days. Send resume, RTJJ. Responsibilities include supervising 4-5 employees in design of subdivision utilities. Flexible hrs 8-5 Mon-Fri. Civil engineering firm, in business 28 yrs, has main office in Livermore and works with private developers, cities, and counties. Requires CA registration and subdivision experience. Must be a motivated self-starter, able to work independently in a non-smoking office. EOE

CIVIL ENGINEERING ASSISTANT I

City of West Sacramento
P.O. Box 966
West Sacramento, CA 95691
Attn: Personnel Office
\$2262-2761/mo plus benefits. Perform difficult subprofessional civil engineering and less difficult professional engineering related to design, operation, inspection, and maintenance of public works improvements. Requires HS diploma or equivalent, plus courses in drafting, surveying, algebra, geometry, trig, and 4 yrs subprofessional engineering office & field work. Public agency experience preferred. Send SASE indicating position to receive job flyer & application. File city app and proof of coursework by 4/21/89 (no postmarks). AA/EOE

**KEY
KEY TECHNOLOGY, INC.**

DESIGN ENGINEERING MANAGER

Key Technology
P.O. Box 1617
Walla Walla, WA 99362
800/456-2161
Attn: Personnel
Competitive salary + excellent benefits. Send resume and salary history in confidence. Manage engineering functions (standards design, drafting, checking, documentation, and producibility) and be responsible for achieving cost, quality, and delivery targets for design & documentation. Growing manufacturing firm with 40+ yrs exp in computer automated equipment & systems for the food processing industry seeks FT mgr. Req engr degree, 5 yrs engr & 3 yrs mgmt exp; structure engr documentation/drafting exp; and working knowledge of material requirements planning and product structuring. EOE (#9480)

**Stephen
J. Short
& ASSOCIATES, INC.**

ARCHITECTURE AND PLANNING

DRAFTSPERSON / JOB CAPTAIN

Stephen J. Short & Associates, Inc.
2602-B Marconi Avenue
Sacramento, CA 95821
916/488-3795
Attn: Mr. Delmendo
Salary commensurate with experience, plus benefits. Call for appointment and send resume, RTJJ. Draftsperson will do production drawings under minimal supervision. Hrs 8-5 Mon-Fri. This firm does architectural working drawings. Requires 4-5 yrs exp with knowledge of Type I. Must be familiar with Title 24.

DRAFTSPERSON

Anderson & Associates Engineering
3040 East Olive Avenue, Suite 103
Fresno, CA 93701
209/485-1300
Attn: Mary / Secretary-Treasurer
\$4.25/hr and up DOE/DOQ. Call for interview. RTJJ. Civil engineering firm has been in business 45 yrs. Hrs 8-5 Mon-Fri. Req minimum 1 yr exp and good freehand inking.

CALIBRATION COORDINATOR

Dynamic services contractor
needs an individual in the Bay Area
with experience in Electronic Test
Equipment Repair/Calibration,
Mechanical Instruments Calibration
and Navy MEASURE System.

Prefer direct Navy or commercial
experience. Competitive salary and
good benefits. Send resume to:

**GPETE
P.O. Box 4178
Chula Vista, CA 92010**

ENGINEERING AIDE (part-time)

Kaiser Aerotech
Aerospace Fabrication Company
880 Doolittle Drive / P.O. Box 1678
San Leandro, CA 94577
Attn: Personnel Department
\$7.50/hr. Assist manufacturing engineers with computer data, make schematics, plot temperature data, and perform other duties as assigned. 8 hrs/wk, anytime between 8-4 Mon-Fri (extremely flexible), potential full-time summer work. Requires 2 yrs college coursework in engineering (or equivalent experience) and good math aptitude. Must be experienced with computer spreadsheets. Knowledge of Lotus 1-2-3 a definite plus. Send resume or apply in person. EOE M/F/H/V

There is never a right way
to do a wrong thing.

INTERGRAPH AIDE

Tai Associates / Architects
665 Chestnut Street
San Francisco, CA 94133-2380
Attn: Mike Fowler / Dir of Computer Svcs.
\$2500-3500/mo DOE, plus \$400/mo living expenses, full bfts immediately upon hire include moving costs. Send resume. Will temporarily relocate to Charlotte, NC to work as a consultant in the offices of a major civil engineering firm. After completing project (6-10 mos), return to the Bay Area to continue similar assignments for an established architectural firm. Full-time, 3rd-shift position begins immediately! Draw plans & mapping of water systems using an intergraph computer. Requires proficiency & minimum 1 yr experience with IGDS database software. DMRS database exp a plus. EOE

LAND SURVEYOR

Louis and Diederich Inc.
778 North First Street
San Jose, CA 95112
408/297-3121
Attn: Barbara / Office Manager
\$3000+/mo DOE; Kaiser medical benefits provided after 90 days. Send resume or call for more info. RTJJ. Oversee all aspects of surveying municipal public works & residential land development projects. 40 hrs/wk Mon-Fri, or whatever time necessary to complete work. Company is a small public works & residential land development surveying firm. Req California surveyor license and 5 yrs experience minimum. Prefer applicable education. Must be a professional, responsible, independent decision-maker with supervisory skills. US citizenship req. EOE

MANUFACTURING PROCESS ENGINEER

Explosive Technology, Inc.
P.O. Box KK
Fairfield, CA 94533
Attn: Kelley Solari
Competitive salary DOE, plus benefits. Send resume. Manufacturer of explosive-actuated devices for the aerospace industry is seeking an individual to develop solutions to problems related to processes, methods & tooling. Full-time. Familiarity with metal-forming practices and writing manufacturing procedures a must. BSME or equivalent preferred.

PLANNER I/II / ASSISTANT PLANNER

City of Merced
678 West 18th Street
Merced, CA 95340
209/385-6837
Attn: Personnel Department
\$1572-2323/mo. File required city application. Undertake a variety of projects involving research, analyzing information, and applying analysis to solving city planning problems including development review and zoning administration, environmental impact assessment, and current & long-range planning. 40 hrs/wk. Requires bachelor's degree in planning or related field. Experience required varies with position level. AA/EOE



**CITY OF EMERYVILLE
CITY PLANNER**

Salary \$3000 - 3150 - 3307 - 3473 - 3647
Includes 7% PERS plus 100% medical,
dental and vision for employee & dependents.

This professional planning position involves work in general planning and environmental review. Applicant should be well versed and experienced in CEQA requirements, and other governmental regulatory processes, including General Plan amendments and administrative requirements and procedures. It requires knowledge of federal, state and local laws and programs affecting planning and zoning. A combination of education and exp equivalent to possession of a master's degree in planning, architecture or closely related field and 4 years of exp in professional city planning work.

You may obtain an application and job flyer from the Personnel Office, (415) 654-8161, 2200 Powell Street, 12th floor, Emeryville, CA 94608. Final Filing Date: April 21, 1989

PRINCIPAL PLANNER

City of Merced
678 West 18th Street
Merced, CA 95340
209/385-6837
Attn: Personnel Department
\$2702-3284/mo. Develop general planning studies & amendments for local jurisdictions and prepare local transportation plans for Merced County Association of Governments. Requires BS degree in urban or regional planning or a closely related field and 3 yrs experience in planning. File city application. AA/EOE

PROJECT ARCHITECT

Lionakis-Beaumont Design Group
401 Watt Avenue
Sacramento, CA 95864
Attn: Bruce Starkweather, AIA
Competitive salary plus benefits, growth opportunities, and project input. Architectural/engineering firm has an opportunity for a progressive person looking for challenge and responsibility as a member of the firm's team. Work directly with clients and the principal-in-charge from schematic design to construction visits. Full-time days, Mon-Fri. Partnership architect firm, in business since 1916, does all work except residential. Must have bachelor's degree in architecture and be licensed. 7+ yrs experience preferred. Send resume. EOE



REMCO HYDRAULICS, INC

PROJECT ENGINEER

Remco Hydraulics Inc.
934 South Main Street
Willits, CA 95490
Attn: Glenda Presley / Personnel Manager
\$40,000/yr DOE, + medical/dental & life ins; paid vacation & holidays. Send resume, RTJJ. Coordinate customers' projects with engineers, design projects; supervise draftsmen and designers; review completed design drawings; interface with machine shop as to ability to manufacture project; evaluate machining and hardware discrepancies. Hrs 7-4 Mon-Fri. Well-established Northern CA custom hydraulic actuators and accumulators manufacturer seeks an aggressive, self-motivated professional. Req BSME or BSCE, design, stress analysis, and drafting experience (min 10 yrs total exp). EOE

Call back your job prospects
regularly. Unless they hear
from you, they may think
you're no longer interested.

QUALITY CONTROL/ SPECIFICATION WRITER

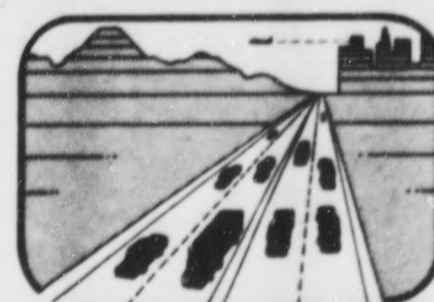
Lionakis-Beaumont Design Group
401 Watt Avenue
Sacramento, CA 95864
Attn: Bruce Starkweather, AIA
Competitive salary + bfts, growth opportunities, and project input. Architectural/engineering firm has an opportunity for a progressive person looking for challenge & responsibility as a member of the firm's team. Manage quality control standards, project specifications, and provide technical support for design/production teams. FT days, Mon-Fri. Partnership architect firm, in business since 1916, does all work except residential. Req degree in architecture or building construction tech, and computer-based specification preparation skills. 10 yrs exp preferred. Send resume. EOE

SENIOR CIVIL ENGINEER

City of Benicia
250 East L Street
Benicia, CA 94510
707/746-4205
Attn: Personnel Department
\$39,456-47,952/yr plus excellent benefits package. Seeking a motivated professional engineer to direct & manage the activities & staff of the engineering services division in the department of public works. 40 hrs/wk. City of 23,000 requires Calif CE (civil engineering) registration; 4 yrs increasingly responsible CE experience including 2 yrs administrative or supervisory exp; degree in CE or related field; and valid CA driver's license. Submit detailed resume by 4/28 EOE

SENIOR DRAFTSPERSON

Lionakis-Beaumont Design Group
401 Watt Avenue
Sacramento, CA 95864
Attn: Bruce Starkweather, AIA
Competitive salary plus benefit package, growth opportunities, and project input. Established architectural/engineering firm has an opportunity for a progressive professional looking for challenge and responsibility as a member of the firm's team. Work closely with project architects and the principal-in-charge guiding production. Full-time days, Mon-Fri. Partnership architectural firm, in business since 1916, does all work except residential. Bachelor's degree in architecture required. 7 yrs experience preferred. Send resume. EOE



Transportation

CAB DRIVERS

Monterey Yellow Cab
623 Olympia
Seaside, CA 93955
408/646-1234
Attn: Mary / Office Manager
\$45 per shift plus medical insurance after 90 days. Apply in person. RTJJ. Full-time, 12-hr shifts, 5 days/wk plus overtime. Company, in business 40 yrs, is seeking safe drivers who are familiar with the Monterey area. Must be at least 23 yrs old, a HS graduate, have excellent verbal skills, be dependable, friendly, professional, responsible, and enjoy working with the public. Requires CDL, DMV printout, and US citizenship. AA/EOE

At interviews, always try
to speak positively about
previous job experiences.
Instead of complaining
(even if it is justified) about
a previous employer, show
that you know how to turn
lemons into lemonade!

DELIVERY DRIVERS (part-time)

Lamppost Pizza
6427 Mack Road
Sacramento, CA 95823
916/889-1001
Attn: Joan or George
\$4.25/hr plus \$1 per delivery. Apply in person. Deliver pizzas to customers within a 2-mile radius of store. PT, flexible hrs 5-10pm, all days available. Flexible, friendly, expanding company offers hrs & days to meet your particular needs. We promote from within. Requires CDL & own transportation. No experience necessary. POSITIONS ALSO AVAILABLE AS PIZZA MAKERS and CASHIERS, or will cross-train. STUDENTS & SENIORS encouraged to apply. EOE

DRIVER (tractor/trailer)

Resource Driver Inc.
P.O. Box 2810
Modesto, CA 95351
209/537-5744 or 537-4007
Attn: Wanda
\$22/mile plus full medical & vacation benefit, after 1 yr employment. Call for appt (collect calls accepted). RTJJ. Load & unload heavy materials; drive 48 states hauling a variety of general freight for this carrier in its 9th year. Days or nights, 8-hour shifts driving home, routes take up to 3 wks. 1 yr verifiable on-the-road and tractor/trailer exp required. Must be 23 yrs old (for insurance purposes), have a current class I license, and a clean DMV record. Must be able to pass Dept of Transportation physical & drug screening. Team drivers encouraged to apply

SPECIALIZED CARRIER

Werner Enterprises

One of the nation's leading carriers is currently expanding its fleet of experienced professional drivers to drive new fully-equipped Kenworths, Peterbills, or Freightliners which include button-tuck interior, am/fm cassette stereo, air-ride Jake brake, air conditioning, and power steering. Hauling general commodities nationwide.

Opportunities include:

- Up to 23 cents/mile with annual increases
- Unloading, stop, & layover pay
- Stock purchase plan
- Major medical & dental insurance
- Mileage and safety bonuses
- Full-time rider policy for spouse
- Approved applicant travel expenses to orientation
- Due to insurance, must be 23 yrs or older

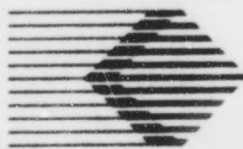
Call (800) 228-2137
8-5 Central Time M-F

Stidham TRUCKING, Inc.

OWNER / OPERATOR

Stidham Trucking Inc.
P.O. Box 308
Yreka, CA 96097
800/822-9672 or 916/842-4161
Attn: Jim Della Bona / Recruiter

Above-avg rates (83% of published tariffs) with prompt weekly settlements + fuel charge stops; complete bfts avail. Call for info; RTJJ. Drive a 3-axle interstate tractor pulling flatbeds & vans (West Coast, 10,000+ mo/mi avg); haul bldg materials & gen commodities to est'd companies. Steady, FULL-TIME, yr-round hrs/days within DOT standard. Central, 1st-in/1st-out, non-forced dispatch, 25-yr-old, family-oriented firm has an open-book, open-door policy. Call if you have late-model, clean interstate equipment and are dissatisfied w/your loaded mo/mi, pay or payment promptness. 2 yrs flatbed OTR exp desired. EOE



United Couriers

OWNER / OPERATORS (5)

United Couriers
113 Stillman Street
San Francisco, CA 94107
415/978-5452

Attn: Jay Fowler / Branch Manager
\$8.25/hr (\$4.25/hr plus \$4/hr mileage reimbursement) + medical ins after 6 mos, 1 wk vacation after 1 yr, and optional 401K retirement investment program. Apply in person; RTJJ. Using a structured route system, these professionals will deliver parcels within 100 miles of the home office. FT, PT & temporary entry-level positions avail; Mon-Sun, hrs vary. An affiliate of Armour Transport, 30-year-old courier service has offices in 5 western states and is expanding nationwide. Requires CDL (current for the past 2 yrs) and DMV printout. Must be well-groomed, intelligent, and able to follow directions. EOE



Miscellaneous

ASSISTANT SUPERVISOR

Community Integrated Work Program
500 East Almond Avenue
Madera, CA 93637
209/673-5174
Attn: Barbara Skelton / Office Manager
\$800/mo plus vacation, sick leave, medical ins after 3 mos, and holidays after 9 mos. Call for appt; RTJJ. Supervise 6 developmentally disabled persons in a community-based vocational training program, transport clients between residence & job site, and complete paperwork. Flexible hrs 8:30-5 Mon-Fri. Vocational training service is funded by the state. Must be patient, able to work well under stress; care about the disabled; and have CDL, DMV printout, transportation & insurance. Behavior modification experience/knowledge a plus.

CHILDCARE SPECIALIST

Childcare Specialist Center
409 North Camden Drive, Suite 207
Beverly Hills, CA 90210
818/376-8620
Attn: Sandra / Director
\$900-1400/mo; room & board, travel expenses, car, and health plan are all possible benefits. Call for interview; RTJJ. High quality training & placement firm seeks live-in childcare provider to care for children; assist with homework, drive to appointments, and give general care. Must be high school graduate, non-smoker, fluent in English, with driver's license and verifiable childcare references.

COPY OPERATORS (3)

Zebra Copy
4800 Great America Parkway
Santa Clara, CA 95054
415/326-7622
Attn: Mark Dickow / Regional Manager
\$6-8/hr DOE, or commission instead of hrly wage. Medical benefits 1/2 employer-paid after 6 mos. Call for appt or send resume; RTJJ. Operate high-speed Kodak copiers; provide some customer service such as bindery or helping to choose ink/paper. FT or PT between 5pm-midnight (until work is completed, no later than midnight) 2-yr-old, rapidly growing, fast-paced copy service with 3 stores in the Bay Area is very employee oriented. Prefer some exp in retail, but will train. Must be a personable, quick learner, and have ability to work without constant supervision. EOE

"The well-dressed man is
he whose clothes you never
notice."
—Herbert Harold Vreeland

COUNSELORS / TRAINING SPECIALISTS (2)

Spark Foundation
1720 Merrill Drive
San Jose, CA 95124
408/448-3953
Attn: Connie / Program Director
\$6-7/hr plus health insurance. Call for appointment; RTJJ. Provide care for autistic adolescents and young adults, including training in everyday personal skills. Hrs & days vary, and include afternoons, sleepovers, weekdays, and weekends. 6-bed, nonprofit residential facility. Must be patient, responsible, energetic individual with HS diploma, ability to pass physical exam, and willingness to be fingerprinted. Some experience with developmentally disabled helpful. Training provided.

COSMETOLOGIST

Village Plaza Styling Salon
2379 Athens Avenue
Redding, CA 96001
916/243-1224
Attn: Donna
60% commission plus benefits. Call for appointment; RTJJ. Cut, style, perm & color hair for 6-person, full-service salon. Full-time position (salon hrs are 8-6 Tue-Sat). Requires CA cosmetology license. Must have well-established clientele and be a fun, creative person who enjoys a good working atmosphere. EOE

COUNTER SERVICE PERSON

El Rancho Fabric Care
1331 Merkle Avenue
West Sacramento, CA 95691
916/371-8367
Attn: Gene
\$6/hr plus incentive bonus; benefits available. Call for more information or apply in person. Work with customers; inspect & tag clothing. Involves minimal typing. Hrs 8:30-5 Mon-Fri, plus occasional Saturdays. 3rd-largest plant in Sacramento has been in the same location 27 yrs. Must be very customer-oriented. Knowledge of fabric types preferred. Light typing ability and knowledge of ITT, Epson, or Tandy computers a plus. EOE

TRUCKERS

A reputable California petroleum hauler is accepting resumes for truckers to join our team of tanker drivers in the San Jose area.

Position offers:

- 8 paid holidays
- Up to 4 weeks paid vacation annually
- Top hourly wages paid
- Medical & dental insurance
- Full-time hours

Requires Class 1 CDL, clean DMV and current medical card. We will train self-motivated people.

For immediate consideration, send your resume or a letter of response with salary and work history to:

CJJ Dept I-61, P.O. Box JOBS
Sacramento, CA 95841

CUSTOMER SERVICE PERSON

AAction Rents
10510 Old Redwood Highway
Windsor, CA 95492
707/433-6966
Attn: Paul Grill / Office Manager
\$6.50-8/hr plus health insurance after 90 days. Call for appt; RTJJ. Rent everything from skis to bulldozers; answer phones, write rental contracts, and check equipment in & out. Very fast-paced business, in the area 11 yrs, seeks a live wire interested in long-term employment. 40 hrs/wk (5 days); overtime available but not req. Store is open 7 days/wk, 7-5:30. Must be a non-smoker with CDL, DMV printout, and own transportation. Rental or customer service exp a plus. No experience needed; will train.

FIGURE CONSULTANTS (8)

European Body Wrap
2025 Gateway, Suite 102
San Jose, CA 95110
408/453-7920
Attn: David MacDonalds / General Manager
Commission only; earning potential of \$60/day or more, plus reduced rates on company's services. Apply in person or send resume; RTJJ. Sell memberships to clients, give consultation services, and perform European body wraps. FT, flexible hrs. Good advancement opportunities in national company subsidiary. Must have sales experience, enjoy working with people, and be energetic & outgoing; will train in consulting & wrapping. US citizenship and right to work required. EEO Employer

HAIRCUT STYLIST

Precision Cuts
3206 Pacific Avenue
Stockton, CA 95204
209/463-3308
Attn: Frances Toparo / Manager
\$4.25+/hr DOE, plus medical insurance after 60 days. Call for appt; RTJJ. Cut & style hair for men, women & children on a full or part-time basis. Work up to 37 hrs/wk. Established 1 yr, salon is a part of a growing group of precision-cut hairstyling stores in the Valley. Must be personable individual with CA license; experience preferred.

HAIRDRESSER

Gwen's Salon
22 East Main Street
Los Gatos, CA 95032
408/354-0882
Attn: Gwen / Owner
Commission only (negotiable), plus paid courses in hairdressing. Call for more info; RTJJ. Create all types of hairstyles from traditional to modern. Flexible hrs, full or part-time. Salon opened in Sept 88 and has 8 on staff including 4 hairdressers and 2 manicurists. Client services include gourmet coffee & candy in a warm, cozy, friendly setting. CA cosmetology license required. Must be eager to build clientele and be assertive, but not aggressive. Own clientele preferred. AA/EOE

Marten Transport

One of the nation's premier refrigerated carriers that drives long-haul throughout 48 states is currently seeking exp'd TRUCK DRIVERS to join their ever-expanding professional team based in Ontario, CA.

This permanent position offers:

- ◆ Medical, dental, & life insurance
- ◆ 23 cents/mile with yearly raises
- ◆ A driver-safety bonus program
- ◆ Paid vacations

Requirements are:

- ◆ Class 1 license
- ◆ Respectable DMV printout
- ◆ Minimum 2 yrs OTR experience
- ◆ Due to insurance, you must be 23 yrs of age and be able to meet DOT standards.

To apply or receive an
application by mail, call:
(800) 821-5512

A Northern California trucking
firm with a terminal in San Pablo,
is currently seeking:

OWNER / OPERATORS

to join their team hauling produce and general commodities in piggybacks and/or reefers throughout the beautiful Bay Area.

- ◆ Full-time year-round work
- ◆ Pays 75% of gross load

Requires:

- ◆ Complete P.U.C.
- ◆ Class 1 CDL for 2 years
- ◆ Clean DMV

For immediate consideration
or to apply, call:

(415) 235-3707

HAIRSTYLIST

A Head of Our Time
831 Water Street
Santa Cruz, CA 95060
408/425-5331
Attn: Tricia or Virginia / Owners
Station rental \$300/mo. Call for appt between 9-3 Mon-Sat; RTJJ. Independent contractor will cut hair, give perms & apply color for own clientele in this busy, well-established hair & nail salon. Full or part-time position. Set own hours. Open Mon-Sat. Must have current CA cosmetology license and own supplies. Chair provided.

When filling out applications,
be neat (print), check the
spelling of names, places,
addresses and dates (carry a
"master application" that con-
tains this information), and
never leave sections blank —
use N/A (not applicable) or
DNA (does not apply).

HAIRSTYLIST

Sierra Style
1169 Ski Run Boulevard
South Lake Tahoe, CA 95705
916/541-8100
Attn: Steve Kowalsky / Owner
\$100/wk booth rental plus paid vacation, medical benefits, and cash incentives on product bonuses. Call or visit salon; RTJJ. Cut, perm & color hair and provide other services for unique, cozy hair & nail salon. Hrs 10-6 Mon-Sat. Requires CA cosmetology license and 2 yrs hairstyling exp. Must have own clientele.



HAIRSTYLIST

Precision 6 Hairstyling
231 G Street, Suite 4
Davis, CA 95616
916/758-6197
Attn: Manager
\$5/hr to start plus paid vacation & medical insurance. Call for more information. Perform salon-related services including cutting, perming, cellophane styling & braiding hair; and operate cash register. Full-time; 10-6, five days/wk. Busy, well-established salon requires cosmetology license. Clientele & experience not necessary.

HAIRSTYLIST (2)

The Hair Company
2800 Mitchell Road
Ceres, CA 95307
209/538-3476 or 537-9090
Attn: Joyce Turner / Owner
Booth rental \$70/wk. Call for appt; RTJJ. Work as an independent contractor, cutting hair, giving perms, and coloring for this friendly, full-service salon. Some walk-ins. Set own hours between 9-6 Mon-Sat. Requires CA cosmetologist license and own supplies. Must have some clientele. Chair & towels provided.

BUS DRIVERS

Drive new transit buses
throughout the Pleasanton
and Richmond areas.

- ◆ No exp necessary.
- ◆ We will train.
- ◆ Hourly wage and benefits available.

Apply Mon-Fri, 8-5
with a DMV printout at:
LIDLAW TRANSIT
7280-B Johnson Dr.
Pleasanton, CA

EOE

Owner / Operators

- ◆ \$8.25/hr (\$4.25/hr plus \$4/hr mileage reimbursement)
- ◆ Medical insurance
- ◆ Vacation
- ◆ 401K retirement plan

Requires:

- ◆ Vehicle registration
- ◆ CDL & insurance
- ◆ DMV printout

Apply in person at:
2040 Stockton Blvd
Sacramento, CA 95817

HAIRSTYLISTS (2)

All About Hair
Kings Trading Post, Highway 50
South Lake Tahoe, CA 95731
916/544-3455
Attn: Pam Lynn / Owner
50-60% commission or \$300-350/mo booth rental (with your own clientele). Call/visit salon with resume; RTJJ. Immediate opening for licensed, energetic hairstylists to shampoo, cut, perm, groom & style hair in this established (9 yrs) salon. Full or part-time positions with flexible schedule between 9-30-5, Tue-Sat. Requires state board cosmetology license. Must have own clientele to rent booth. Chair & towels provided.

HAIRSTYLISTS (2)

Stylish Affair
1049 Lincoln Avenue
San Jose, CA 95125
408/293-5956
Attn: Cindy/Manager or Irene/Owner
60% commission or rent station. Call for interview; RTJJ. Style traditional & contemporary hairstyles for men, women and children. Flexible hrs Tue-Sat; must be prepared to work evenings. Successful full-service salon with staff of 3 is owned by mother & daughter in business over 12 years. CA cosmetology license required. Must be aggressive and like working with people. Some experience preferred but not required. No need for own clientele. AA/EOE

INVENTORY TAKERS (30, PT permanent)

Inventory Auditors, Inc.
2500 Marconi Avenue, Suite 215
Sacramento, CA 95821
Attn: Office
\$4.25/hr during training; \$4.50/hr and up thereafter, depending on productivity. Job site allowance for all locations outside 25-mile radius. Apply in person between 9-4 Mon only. Take inventory for retail businesses; use 10-key calculator. Involves travel to Reno & the Bay Area; transportation provided. Permanent position, 20-25 hrs/wk; early morning shift availability needed. West Coast firm has 23 offices from CA to Denver. Requires basic math skills.

Good managers gain a reputation for acting responsibly and doing what they say they are going to do. Managers who speak one way and then act another lose their credibility and set a poor example for their staff.

MANICURIST

A Head of Our Time
831 Water Street
Santa Cruz, CA 95060
408/425-5331
Attn: Tricia or Virginia / Owners
Booth rental \$300/mo. Call for appt between 9-3 Mon-Sat; RTJJ. Provide manicures, pedicures, and apply acrylic & silk nails for this established hair & nail salon in Santa Cruz County. Full or part-time position as an independent contractor. Set own hrs & days. Open Mon-Sat. Must have a current CA manicurist license, own clientele, and supplies. Table provided.

MODELS / ACTORS

L'Agence Models & Talents
870 Market Street, Suite 1215
San Francisco, CA 94102
415/433-2612
Attn: Personnel
\$50-150/hr DOE/DOQ. Send resume with composite card or call for appointment; RTJJ. Looking for new faces, all ages, to represent for print, TV commercials, industrial video, voice-over and film. Part-time opportunities with this leading Northern CA fashion & commercial modeling agency. Scheduling and assignment depends upon client needs. Must be professional, talented, dependable and reliable.

AIRLINE JOBS

Major airlines now hiring.
Join the exciting field of airline travel.

- ◆ Cargo Handlers
 - ◆ Cabin Maintenance
 - ◆ Reservation/Customer Service
 - ◆ Ramp Service
 - ◆ Building Maintenance
 - ◆ Passenger Service
 - ◆ Airport Manager
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Salaries range from \$29,700 - \$78,000
Entry-level positions, overseas, and cruise opportunities as well.

For more information, call:

(415) 839-3265

ROSEWAY INC.

A 48-state carrier with a terminal in Dixon, California currently seeks:

O.T.R. Drivers

to drive new or near new KW's, Peterbilts, and Freightliners. Earn 22.5¢ to 34¢ per mile. Benefits include:

- Insurance
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- Layover pay
- Extra stop pay
- Vacation
- Fuel bonus
- Tarp pay
- Motels & more

If you have a current class 1 license and clean DMV, call:

Dixon: (916) 678-2301
Out of State: (800) 545-7673

PLANT RENTAL SERVICE TECHNICIAN

Sacramento Plant Rental & Display Company
514 Riverside Avenue
Roseville, CA 95678
916/969-6073
Attn: Fred Bergold, Jr.

Salary DOE. + discounts & incentives. Benefit pkg including medical, life & dental ins avail. Provide complete customer service including watering, feeding, cleaning & grooming live plants at various locations in the Sacramento area. Growing plant rental & display company (in business 15 yrs) handles some of Sacramento's largest, most prestigious accounts including banks, office bldgs., malls, and restaurants. 10 hrs/day. 4 days/wk. plus optional 5th day. 1 yr plant service tech exp and/or solid horticulture knowledge, ability to work well with the public, clean DMV record, and physically capable of job.

When faced with an unwelcome office visitor, stand up!
(The other person won't sit down and get comfortable.)

UTILITY WORKER

Reliable Building Maintenance
2992 Spring Street, Suite A
Redwood City, CA 94063
415/361-1720
Attn: Bill Purviance / Operations Manager

\$6+/hr DOE (negotiable) + bfts to be discussed. Call for appt or more info (have refs & salary history/reqs ready). Perform all phases of floor care including stripping, waxing, buffing, steam cleaning & extractions, carpet care, and other miscellaneous janitorial duties. Hrs 4:30pm-1:30am Mon-Fri. 10-yr-old company services residential, industrial & commercial buildings. Req 1-2 yrs exp in floor care, waxing, sealing, stripping, carpet cleaning, steam extractions, and rotary & bonnet buffing; and a personable, dependable professional with a CDL. Bilingual (Spanish) a + US citizenship required. AA/EOE

YARD PERSON

Dial One Southside Rentals Inc.
7439 Stockton Boulevard
Sacramento, CA 95823
916/423-2020 or 682-7368
Attn: John Servin / General Manager

\$5.25/hr and up DOE, plus contribution towards medical ins after 6 mos and dental ins immediately. Apply in person. Service rental equipment, load/unload equipment for customers, perform some yard work, and clean & wash rental equipment. Varied FT hrs: shop open 7 days/wk (7-4, 8-5, or 9-6, Sun 7-noon). 26-yr-old company rents everything from household items to construction equipment. Requires CDL, DMV printout, and ability to check oil & gas on equipment. Must be polite, personable, and people oriented. Some mechanical knowledge very helpful. EOE

Too Late
to Classify

ADVERTISING SALES REPRESENTATIVES

The Vernon Company
1572 Catalpa Street
Marysville, CA 95901
Attn: Chuck Donley

Strong earning potential plus benefits. Call on business, industry & government to sell advertising and promotional products. Flexible hrs & days. The Vernon Company is Northern California's leader in advertising & promotion. No experience necessary, full training & support provided. Send resume to Chuck Donley at above address for openings in Lodi, Vallejo, Santa Rosa, and Napa; or to Bob Ruppel, 120 Northrop Place, Santa Cruz, CA 95060 for openings in SF, San Jose, and Oakland.

ASST CIVIL/ENVIRONMENTAL ENGINEER

Owen Engineering
3377 Coach Lane, Suite K
Cameron Park, CA 95682
Attn: Webster Owen

Salary negotiable DOE. Send resume. Perform civil/environmental engineering work on water & wastewater projects. Hrs 8-5 Mon-Fri. Firm specializes in water/wastewater facility design & construction management. Requires BS in civil engr, EIT license, and 5-10 yrs civil/environmental engr experience. MS, PE & AutoCAD exp desired.

CLINIC ASSISTANT

Planned Parenthood
1453 B Street
Hayward, CA 94541
415/538-6588
Attn: Elizabeth Patrick

\$6.52-7.90/hr DOE. Seeking clinic assistant for family planning and abortion services. Involves reviewing medical histories, doing basic lab work, and medical aiding. May involve appointment-making and receptionist tasks. Part-time; flexible hrs & days. FLEXIBILITY AND CONCERN FOR DETAILS IMPORTANT. MUST BE VERY ORGANIZED AND BE ABLE TO COMMUNICATE CLEARLY. Medical and customer service experience desirable. Willing to train. Send resume. EOE

FLORAL DESIGNER (2)

Business Is Blooming
3517 Hanks Street
Sacramento, CA 95827
916/368-1185
Attn: Steve

\$5-10/hr DOE. Design floral arrangements for contract clients (department stores, hotels, apartments & professional offices) plus some retail customers; handle purchasing from wholesalers. Full-time or part-time flexible hrs. New business providing distinctive floral arrangements is in momentous growth phase and adding new accounts daily. Requires experience working with large scale floral designs and/or wedding arrangements. Must be friendly, courteous, customer service oriented, and imaginative. Call for appt for interview.

HEALTH PROGRAM COORDINATOR - PERINATAL

Solano County
580 Texas Street
Fairfield, CA 94533
707/429-6321
Attn: Personnel Department
\$30,023-36,493/yr plus excellent benefits. Manage comprehensive perinatal services to low-income women as CPSP coordinator; identify & recruit CPSP providers; review applications; and act as liaison between state MCH staff and county CPSP program. Single position class, full-time. Requires 1 yr experience providing perinatal services as a public health nurse, health educator, medical social worker, or nutritionist. Supervisory and/or administrative experience desirable. Call for more information or apply in person by 4/18. AA/EOE

The difference between a successful person and a failure is state-of-mind. People who feel good about themselves and what they're doing seem to sizzle with energy and enthusiasm. That's what makes them attractive to employers.

INDEXER (ASSISTANT II)

University of California
Office of the President
300 Lakeside Drive
Oakland, CA 94612-3550
415/987-0824
Attn: Personnel Services (#12-2)

\$21,588-25,704/yr plus xint bfts including 3 wks vacation/yr and 12 paid holidays. Send resume; open until filled. Previous applicants need not apply. Participate in indexing, referencing & retrieval tasks of Records Management Services; compose summaries of and assign subject terms to executive correspondence of the Office of the President. Full-time. Requires excellent attention to detail, excellent organizational & writing skills, and the ability to work at a computer microfiche reader for most of the workday. Indexing knowledge and data entry exp using a computerized system preferred. AA/EOE

BIO-RAD

INDUSTRIAL CUSTODIAN

Bio-Rad Laboratories, Inc.
1000 Alfred Nobel Drive
Hercules, CA 94547
Attn: Human Resources Department #118-70

Salary commensurate with exp; xint bfts. Perform all aspects of custodial work in building and on grounds (industrial/laboratory settings). Handle cardboard & container disposal, washing grounds & lab surfaces, sweeping, some moving of boxes & furniture, and some heavy lifting (50-100 lbs); and monitor & maintain restrooms. Entry-level position is labor-intensive and involves working around chemicals. FT. Req HS or equiv and basic knowledge of janitorial duties. Must be able to lift 50-100 lbs and read safety, chemical hazard, and apparatus warnings and MSDS sheets. Please send resume & salary history. AA/EOE

Gospel Singers

Religious-oriented individuals needed to learn in the instruction of the spreading of the word of God through music. Excellent income, will train. If you are interested in pursuing a professional career as a gospel singer that includes recordings, concerts, tours etc.

Call
(415) 467-3792 or
1 (800) 426-LOVE

by Phil Frank

The Smile File

I'm the first to recognize the benefits of sports interaction between Administration and staff, Harrison...but kick boxing is definitely out.



INSURANCE SALESPERSON

Farmers Insurance Group
5713-D Marconi Avenue
Carmichael, CA 95608
916/482-2432
Attn: Ron Jones / District Manager

Earn 6-figure income your second yr in your own business. Call today for info. Like the marines, we are looking for a few good people. Set your own goals and plan your own future. If you're a hard worker & self-starter, there are no limits on your future. If you're successful now and want to be even more so while working in a professional environment, Farmers has a program for you. FT hrs & days (the time & energy you invest will determine your return). A college degree is an advantage, but not required. No insurance exp needed; we provide full training & assistance in establishing your client base.

LEGAL SECRETARY

Boyd Cooluris Hauser & Saxe
455 Capitol Mall, Suite 335
Sacramento, CA 95814
916/441-0868
Attn: Shirley Vinson / Office Manager

\$1600-1800/mo DOE/DOQ, plus great benefits (medical/dental & life insurance, 10 vacation days, and free parking). Organize attorneys' schedules, file, type from dictation, and work on Wang word processor. Hrs 8:30-5 Mon-Fri; some overtime req. Specialized banking firm requires 1 yr word processing experience, 1-3 yrs legal office exp, 60+ wpm typing, and familiarity with the court system (reference material on file). Must have high energy, good grammar, and good organizational skills. Higher education preferred but not req. Call for info (be prepared to submit resume). EOE

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2048 North Fine, Fresno, California 93727 — (209) 251-0428

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Life Touch, National Schools Studios
Orangevale, CA 95662
916/988-1107
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\$45/day to start during training, \$50/day after training, plus car expenses, medical insurance, and retirement benefits. Work with students and school administrators; photograph school children grades K-12. School days only; no weekends. Permanent seasonal position with a company in business 53 yrs. Must be smart, dependable, well groomed, and have a reliable car. No experience necessary; will train the right person. Call for more information.

When you set goals for
yourself, they work in two
ways: you work on them
and they work on you!

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SALES REPRESENTATIVES

Cal-X Fun Spas
2389 Fair Oaks Boulevard
Sacramento, CA 95825
916/488-6622 x600
Attn: Ms. Kay

Up to \$50,000/yr plus benefits. Call to apply. Cal-X pays you to have fun. We're a leader in one of the most exciting sales industries today. Sales, retail, or successful in-home experience preferred. Full & part-time positions in Concord, Sacramento, and Pleasanton. EOE

Cal-x
FunSpas.

TELEMARKETER - SALES

Cal-X Fun Spas
2389 Fair Oaks Boulevard
Sacramento, CA 95825
916/488-6622
Attn: Ms. Kay

\$350+/wk in commission (hourly salary available for appointment setters) plus great benefits. Call for more info & application procedure. Sell a needed service product to existing clients. Future management opportunities expected with growth in this dept. FT flexible shifts available, 11am-9pm Mon-Sat. Leading spa company has been in business for 36 yrs. Must have excellent telephone sales skills and 1 yr experience. EOE

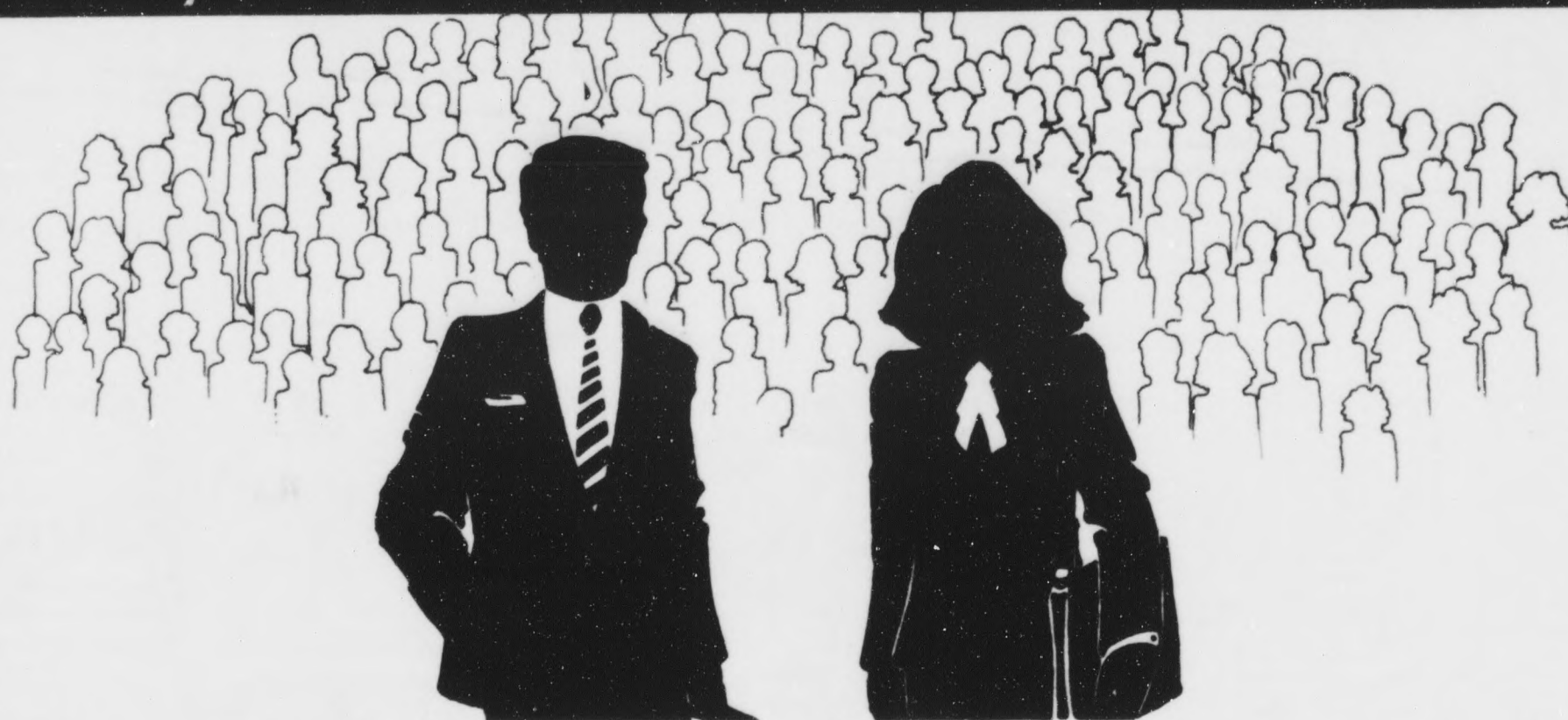


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A black and white photograph of a newspaper clipping. The word "California" is printed in a large, bold, sans-serif font. Below the word, there are several horizontal lines, some of which are partially obscured by a dark, irregular shape on the left side of the clipping. To the left of the clipping, there is some faint, partially visible text from another page.

California

916/925-0800

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